



Canada Public Service  
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du Canada

# Employment Equity in the Public Service of Canada

2006–2007 and 2007–2008

REPORT TO PARLIAMENT

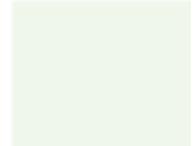
Canada



# **Employment Equity in the Public Service of Canada**

**2006–2007 and 2007–2008**

**REPORT TO PARLIAMENT**



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## President's Message

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As President of the Treasury Board of Canada, I am pleased to present this report on employment equity in the Public Service of Canada, which combines the 15th and 16th annual reports for 2006–2007 and 2007–2008.

This report details the continuing progress of the Public Service of Canada toward becoming a workplace that is fully representative of Canadian society. We are committed to drawing on the talents, ideas, experiences and perspectives of Canadians of all origins, cultures and views. Only in this way can we ensure that the Government's policies, programs and services reflect the expectations of all Canadians.

We continue to make progress. The representation of women, persons with disabilities and Aboriginal peoples continues to meet or exceed estimates of their availability in the Canadian workforce. Representation of visible minority groups is increasing; their members participate fully in the Executive cadre and in some occupational categories. We must continue to work to ensure that they are fully represented in all occupational categories.

I am firmly convinced that our partnerships and broad measures will continue to improve the diversity of the Public Service. Our goal is an institution that is dynamic, fresh, respected and more responsive to all Canadians.

The Honourable Vic Toews, P.C., Q.C., M.P.  
President of the Treasury Board

2009



## Speaker of the Senate

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Dear Mr. Speaker:

Pursuant to subsection 21(1) of the *Employment Equity Act*, I have the honour of submitting to Parliament, through your good offices, a report on employment equity in the Public Service of Canada combining the annual reports of 2006–2007 and 2007–2008.

Yours sincerely,

The Honourable Vic Toews, P.C., Q.C., M.P.  
President of the Treasury Board  
2009



## Speaker of the House of Commons

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Dear Mr. Speaker:

Pursuant to subsection 21(1) of the *Employment Equity Act*, I have the honour of submitting to Parliament, through your good offices, a report on employment equity in the Public Service of Canada combining the annual reports of 2006–2007 and 2007–2008.

Yours sincerely,

The Honourable Vic Toews, P.C., Q.C., M.P.  
President of the Treasury Board  
2009



## Introduction

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Employment equity contributes to a strong and sustainable Public Service of Canada<sup>1</sup> by ensuring that the workforce reflects the rich diversity of Canada's population.

The achievement of employment equity continues to be an objective of the Public Service and is closely aligned with the Government's objective of Public Service renewal.

In the *Fourteenth Annual Report to the Prime Minister on the Public Service of Canada*, Mr. Kevin Lynch, Clerk of the Privy Council and Secretary to the Cabinet, described the benefits of a workforce that is diverse in origins, cultures, views, ideas, experiences and perspectives, and identified workforce diversity as central to Public Service renewal. In his report, Mr. Lynch reiterated the importance of working toward the equitable representation across the federal public service of women, Aboriginal peoples, persons with disabilities and members of visible minority groups in accordance with the requirements of the *Employment Equity Act*.

The federal public service continues to work toward closing gaps in the representation of the four designated employment equity groups and in creating a truly inclusive and diverse workplace.

### An Overview of Employment Equity from April 2006 through March 2008

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This report covers two fiscal years, 2006–2007 and 2007–2008.

The *Employment Equity Act* requires the employer to provide consolidation and analysis of a great deal of numerical information. It is important, therefore, to explain from where and how this data is derived.

The *Employment Equity Act* requires the Public Service to monitor and, where necessary, enhance the representativeness of its workforce. Workforce availability estimates assist in this process by allowing a comparison between representation in the Public Service workforce of the designated employment equity groups (women, Aboriginal peoples, members of visible minorities and persons with disabilities) and workforce availability of these groups in the labour pool from which the Public Service can recruit.

Workforce availability estimates shown in this report are derived from the population aged 15 years and older who have had some work experience in the 16 months prior to the 2001 Census (for women, Aboriginal peoples, and members of a visible minority group) and in the five years prior to the 2001 post-censal Participation and

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<sup>1</sup> The term "Public Service" used throughout this report refers to the population of employees (indeterminate, terms of three months or more and seasonal employees) for whom the Treasury Board is the employer as set out in the *Financial Administration Act* (FAA), schedules I and IV. This population is also known as Canada's Core Public Administration.

Limitation Survey (PALS) for persons with a disability. Workforce availability estimates also take into account the preference accorded to Canadian citizens when making external-to-government hiring decisions and are also based on the population of Canadian citizens from designated groups with the skills and work experience relevant to the occupational groups found in the Public Service.

Currently, representation related to Aboriginal peoples, persons with disabilities and members of visible minority groups rely on the self-identification process. Pursuant to the *Employment Equity Act*, this process is voluntary with limits put on how this information may be used. Unlike the calculation of the representation of women in the Public Service which comes from the pay file and is, therefore, reliable, the voluntary nature of the self-identification process makes the determination of the representation of the other three groups less precise. Work began in 2007–2008 and continues today to improve the process for voluntary self-identification.

Over the two-year period of this report, three of the four designated groups remained well represented when compared with workforce availability estimates derived from the 2001 Census and the PALS for persons with disabilities. The representation of women increased to 53.9 percent by March 2007 and further still to 54.4 percent by the end of March 2008. Although at March 31, 2007, Aboriginal representation had not increased from the 4.2 percent level first established in March 2005, by the end of 2007–2008, Aboriginal representation had increased to 4.4 percent. The representation of persons

with disabilities decreased for the first time in 2006–2007 from 5.8 percent to 5.7 percent. In 2007–2008, however, the representation rebounded to its highest level at 5.9 percent. These representation levels exceed their respective workforce availability estimates of 52.2 percent (women), 2.5 percent (Aboriginal peoples) and 3.6 percent (persons with disabilities).

The Public Service still has work to do in various aspects for all four groups, but especially for members of visible minority groups. The representation of employees from visible minority groups increased to 8.8 percent in 2006–2007 and again to 9.2 percent in 2007–2008. Although representation continues to climb, its level continues to be well below a workforce availability estimate of 10.4 percent as derived from the 2001 Census.

The workforce availability estimates derived from the 2006 Census and post-censal PALS were not yet available when this report was drafted. However, these data are expected to reveal an even greater gap between the workforce availability estimates of visible minority Canadians and their representation in the Public Service. Departments and agencies are strongly encouraged to consider this fact as they prepare their employment equity plans and/or integrated human resources plans.

There has been a steady increase in the representation of visible minorities in the Executive category, currently at 6.7 percent (up from 5.5 percent in 2005–2006 and 6.2 percent in 2006–2007). Since 2000, the number of executives from visible minority groups has more than trebled, increasing from 103 to 326.

In the Executive category there have been year-over-year increases in the representation of women in that category, bringing the representation to 41.7 percent. This level, however, is still below workforce availability estimates. The representation of Aboriginal executives remained the same at 3.4 percent for both 2006–2007 and 2007–2008, while persons with disabilities in executive positions increased from 5.5 percent in 2005–2006 to 5.8 percent in 2006–2007 and then decreased to 5.7 percent in 2007–2008.

The issue of an aging Canadian society and Public Service brings our attention to the differing demographics within designated groups and their respective opportunities and challenges. On the one hand, members of visible minority groups and Aboriginal peoples are younger than the general Canadian population and therefore represent a significant labour pool from which to draw. On the other hand, persons with disabilities tend to be older than the average Public Service employee and therefore are more likely to retire in the near future. The recruitment rate of persons with disabilities has not kept pace with their workforce availability estimates, and concerted efforts will be needed to maintain existing representation levels.

## Chapter 1 Working Together

The following outlines some of the initiatives undertaken by the Canada Public Service Agency in partnership with key stakeholders.

### Hire Immigrants Ottawa Initiative

In support of the former Executive Vice-President in her role as a member of the Employer Council of Champions for the Hire Immigrants Ottawa initiative, the Agency provided advice to departments on improving the integration of foreign-trained workers into the Public Service.

Citizenship and Immigration Canada (CIC) and Human Resources and Social Development Canada (HRSDC) have taken the lead in developing two separate pilot programs to increase immigrant integration in the workplace:

#### CIC's Young Newcomer Internship Program

The Young Newcomer Internship Program is a pilot project that creates an opportunity for CIC to recruit and mentor young immigrants and refugees who are new to the Canadian workforce.

#### HRSDC's Immigrant Internship Pilot Program

The objective of this program is to accelerate foreign-trained professionals' integration into the Canadian labour market by providing them with valuable work experience and a Canadian reference.

### Duty to Accommodate National Conference

Held from October 22 to 24, 2007, in partnership with the Canadian Human Rights Commission's Discrimination Prevention Forum, this conference was attended by more than 200 participants, and through workshops and panel discussion, resulted in an increased understanding of the duty to accommodate.

In addition, the Agency introduced the Duty to Accommodate Roadmap, a tool to assist managers in the accommodation process. The roadmap provides managers with a generic step-by-step approach to accommodation and highlights its key concepts.

### National Conference on Employment Equity

This one-day conference, targeted at managers, was held on March 19, 2008, and attracted over 300 participants. Senior officials and bargaining agents joined working practitioners in planning and staffing to spotlight successful methods to achieving employment equity.

### Inclusive Public Service Committee

The Inclusive Public Service Committee was established to facilitate and strengthen coordination of the individual efforts of the Agency, the Public Service Commission (PSC), the Canadian Human Rights

Commission and the Canada School of Public Service to identify opportunities for strategic alliances and partnerships on specific initiatives, projects and activities. Its aim is to support the Government's commitment to create and maintain a representative and inclusive Public Service.

## **Joint Employment Equity Committee**

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The Joint Employment Equity Committee (JEEC), part of the National Joint Council, provides a forum where the Agency, the PSC and the bargaining agents consult and collaborate on the preparation, implementation and revision of the Public Service-wide policies and practices that may affect employment equity designated groups.

The JEEC plays a major role in providing analysis and recommendations related to employment systems by:

- assessing the impact of existing policies;
- providing input into emerging policies and practices; and
- identifying gaps in employment equity policies and practices.

## **Employment Equity Councils**

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The Agency is committed to supporting the three national employment equity councils: the National Council of Federal Employees with Disabilities, the National Council of Aboriginal Federal Employees and the National Council of Visible Minorities. A Secretariat has been established to process their administrative and financial requirements; develop a framework on management and accountability that will outline the roles and responsibilities of the Agency, the deputy minister champions and the Councils; and develop a funding model to secure the long-term operational funding base of the Councils from 2008 to 2011.

## **Interdepartmental Forum on Employment Equity**

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During fiscal year 2006–2007, members of the Interdepartmental Forum on Employment Equity identified improving the self-identification process as a priority for fiscal year 2007–2008. A working group of volunteer members was formed. The goal of the working group was to provide advice and recommendations on ways to improve self-identification in the Public Service. Members of the working group decided to focus on the challenges of low completion rates, statistical analysis and development of standardized employee messaging as well as a centralized communication approach to self-identification.



## Chapter 2 What the Numbers Show: 2007–2008

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This chapter provides highlights and describes employment equity performance by designated group in the Public Service for the 2007–2008 fiscal year.

### Women

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#### Gender/Representation

- In 2007–2008, the overall representation of women in the Public Service increased to 54.4 percent, an increase of 0.5 percent from 2006–2007.

#### Occupational Category

- The representation of women in the Executive category has increased slightly from 40.4 percent in 2006–2007 to 41.7 percent in 2007–2008 but still remains below workforce availability estimates for that category.
- The representation of women in the Scientific and Professional category (45.3 percent) increased slightly from 2006–2007.

#### Age

- The percentage of women in the Public Service under the age of 35 increased to 23 percent; 21 percent of all employees are under the age of 35.
- The percentage of female employees between the ages of 35 and 49 increased slightly to 46 percent; 45 percent of all employees are within this age bracket.
- Of female employees, 31 percent are 50 and older; this compares to 34 percent of all employees.

#### Distribution among Departments and Agencies

- Of the large departments and agencies with more than 1,000 employees, the Royal Canadian Mounted Police (Civilian Staff) continues to employ the highest proportion of women (79.3 percent) followed closely by Veterans Affairs Canada (71.9 percent). Of these same large departments, Fisheries and Oceans Canada and National Defence have the lowest proportion of women at 32.4 percent and 39.4 percent respectively.

#### Tenure

- The percentage of indeterminate employees who are women increased slightly in 2007–2008 to 54.2 percent.
- Women still comprise approximately 6 of 10 term employees.

#### Geography

- Just over 4 in 10 women in the Public Service work in the National Capital Region (a proportion similar to that for all employees).
- Close to 4 in 10 of all employees working outside of Canada are women; this is consistent with previous years.

#### Salary

The percentage of women at or below the salary level identified are as follows:

- 50 percent earn less than \$55,000 annually compared to 41 percent of all employees

- 75 percent earn less than \$70,000 annually compared to 69 percent of all employees
- 95 percent earn less than \$95,000 annually compared to 92 percent of all employees

## Hiring

- Women represented 58.0 percent of all hiring into the Public Service.
- Women continue to constitute the majority of individuals hired into the Scientific and Professional category at 54.4 percent.
- However, women represented only 45 percent of those hired into the Executive category (49 of 109).

## Promotions

- Women account for 61.6 percent of all promotions in the Public Service.

## Separtations

- Women account for 51.8 percent of all separations from the Public Service.

## **Aboriginal Peoples**

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### Representation

- The representation of Aboriginal peoples in the Public Service is 4.4 percent. This increase of 0.2 percent is the first increase in representation since March 2005. The workforce availability estimates for Aboriginal peoples, as derived from the 2001 Census, is 2.5 percent.

### Gender

- Female Aboriginal employees continue to make up 61.2 percent of Aboriginal employees.

### Occupational Category

- Aboriginal peoples continue to represent 3.4 percent of all employees in the Executive category; this is unchanged from previous years and compares to workforce availability estimates for that category of 3.5 percent.
- The highest proportion of Aboriginal employees work in the Administrative and Foreign Service category at 50.3 percent, which is roughly comparable to the percentage for all employees.

### Age

The distribution of Aboriginal employees by age is as follows:

- 21 percent of Aboriginal employees are younger than 35
- 51 percent are between the ages of 35 and 49
- 28 percent are over 50 years of age

### Distribution among Departments and Agencies

- Of all Aboriginal employees, 15 percent work at Indian and Northern Affairs Canada, a department that represents only 2 percent of the total Public Service employee population.

- A total of 41 percent of Aboriginal employees work in just three departments: Indian and Northern Affairs Canada, Correctional Service Canada and Human Resources and Social Development Canada. Combined, these three departments represent 22 percent of the total Public Service population.
- Six of 26 departments with more than 1,000 employees have not matched employment of Aboriginal peoples with the overall workforce availability estimate of 2.5 percent as derived from the 2001 Census.

### Tenure

- Of all newly recruited Aboriginal peoples, 48 percent were hired as indeterminate employees.

### Geography

- Just over 32 percent of Aboriginal peoples work in the National Capital Region (NCR), while 38.5 percent work west of the NCR. The proportion of Aboriginal peoples working west of the NCR has fallen steadily from 44.1 percent five years ago.

### Salary

The percentage of Aboriginal employees at or below the salary level identified are as follows:

- 46 percent earn less than \$55,000 annually compared with only 41 percent of all employees
- 77 percent earn less than \$70,000 annually compared with only 69 percent of all employees

- 96 percent earn less than \$95,000 annually compared to 92 percent of all employees

### Hiring

- The hiring rate of Aboriginal peoples continued to decline in 2007–2008. Aboriginal peoples represented 3.4 percent of all new hires, down from 4.5 percent in 2002–2003.
- Aboriginal peoples continue to enter the Public Service mainly through the Administrative and Foreign Service category at 34 percent.

### Promotions

- Similar to the rate in 2006–2007, Aboriginal peoples received 4.3 percent of all promotions.
- Close to two thirds (64.5 percent) of all promotions for Aboriginal peoples were in the Administrative and Foreign Service category, which is consistent with last year.

### Separations

- Aboriginal peoples accounted for 4.2 percent of all separations; this is up slightly from a year ago.

## Persons with Disabilities

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### Representation

- Overall, the representation of persons with disabilities in the Public Service increased to 5.9 percent after dropping for the first time in 2006–2007 from 5.8 to 5.7 percent.

- This representation remains considerably higher than the workforce availability estimate of 3.6 percent, as derived from the 2001 post-censal Participation and Limitations Survey (PALS).

## **Gender**

- Employees with disabilities are the only employment equity group in which there is a 50/50 representation of women and men. Employees who are Aboriginal peoples or visible minorities have considerably higher female representation.

## **Occupational Category**

- The highest proportion of persons with disabilities work in the Administrative and Foreign Service and the Administrative Support categories at 50 percent and 19.0 percent respectively.

## **Age**

The distribution of persons with disabilities by age is as follows:

- only 9 percent of employees with disabilities are under the age of 35
- 40 percent are between the ages of 35 and 49
- 51 percent are over the age of 50

## **Distribution among Departments and Agencies**

- Of the large departments with more than 1,000 employees, Veterans Affairs Canada and Human Resources and Social Development Canada continue to have the highest proportion of persons with disabilities at 8.6 percent and 8.1 percent respectively.

- The representation of persons with disabilities, in all but one department with over 1,000 employees, meets or exceeds the workforce availability estimate of 3.6 percent as derived from the 2001 post-censal PALS.
- Of small and medium-sized departments, the Canadian Human Rights Commission and the Agency have the highest proportion of employees who are persons with disabilities at 14.18 percent and 12.5 percent respectively.

## **Tenure**

- The percentage of indeterminate employees who are persons with disabilities is 6.1 percent, an increase of 0.2 percent from 2006–2007.
- More men than women with disabilities have indeterminate tenure.

## **Geography**

- Approximately 4 in 10 employees with disabilities work in the National Capital Region (a proportion similar to that for all employees).

## **Salary**

The percentage of persons with disabilities at or below the salary level identified are as follows:

- 46 percent earn less than \$55,000 annually compared with only 41 percent of all employees
- 71 percent earn less than \$75,000 annually compared to 69 percent of all employees
- 92 percent earn less than \$95,000 annually, the same percentage as for all employees

## Hiring

- Approximately half of persons with disabilities recruited into the Public Service in 2007–2008 were hired into indeterminate positions.
- The Administrative and Foreign Service and Administrative Support categories continue to be the main points of entry for persons with disabilities at 37.2 percent and 32.4 percent respectively.
- Persons with disabilities represent 2.5 percent of all new hires into the Public Service, a decrease of 0.3 percent from 2006–2007. This share of new hires has been below workforce availability estimates, as determined by the 2001 post-censal PALS, for the last six years.

## Promotions

- Persons with disabilities received 5.3 percent of all promotions in the Public Service, an increase of 0.3 percent from last year.

## Sepations

- The rate of separation for employees with disabilities decreased from 7.0 percent in 2006–2007 to 6.7 percent in 2007–2008.

## Members of Visible Minority Groups

### Representation

- Members of visible minority groups made up 9.2 percent of the Public Service workforce in 2007–2008, up from 8.8 percent in the previous year, but still well below the workforce availability estimate of 10.4 percent derived from the 2001 Census.
- Representation of visible minorities in the Executive category was at 6.7 percent in 2007–2008, up from 6.2 percent in 2006–2007. This exceeds the workforce availability estimate for this category.

### Gender

- Female members of visible minority groups represent 55.1 percent of all employees who are members of visible minority groups.

### Occupational Category

- Half (50 percent) of employees belonging to a visible minority group work in the Administrative and Foreign Service category.
- Another 21 percent work in positions in the Scientific and Professional category.

### Age

The population of employees from visible minority groups is generally younger than the employee population of other employment equity groups:

- 29 percent of employees belonging to a visible minority group are under the age of 35

- 45 percent are between the ages of 35 and 49
- 26 percent are over the age of 50

### **Distribution among Departments and Agencies**

- Of all large departments, Citizenship and Immigration Canada and Health Canada continue to have the highest representation of employees belonging to visible minority groups, at 17.0 percent and 14.0 percent respectively.
- Of the 26 departments with more than 1,000 employees, 8 have not matched employment of visible minorities with the workforce availability estimate of 10.4 percent as derived from the 2001 Census.

### **Tenure**

- The proportion of employees belonging to a visible minority group who have indeterminate status increased slightly to 92.0 percent in 2007–2008. An increase has been experienced in each of the last six years.

### **Geography**

- Of all employees who are visible minorities, 80 percent work in three regions—the National Capital Region (NCR), Ontario and British Columbia—where 64 percent of all Public Service positions are located.
- Of all employees who are visible minorities, 47 percent work in the NCR where 42 percent of all Public Service positions are located.

- Another 18 percent work in the Ontario region, with 15 percent in the British Columbia region.

### **Salary**

The percentage of members of visible minority groups at or below the salary level identified are as follows:

- 40 percent earn less than \$55,000 annually compared with only 41 percent of all employees
- 68 percent earn less than \$75,000 annually compared to 69 percent of all employees
- 93 percent earn less than \$95,000 annually compared to 92 percent of all employees

### **Hiring**

- Of all new hires into the Public Service, 9.2 percent were members of visible minority groups, a 0.5 percent increase from 2006–2007.
- Similar to hiring for all employees, members of visible minority groups continue to enter the Public Service primarily through the Administrative and Foreign Service and Administrative Support categories at 36.5 percent and 32.5 percent respectively.

### **Promotions**

- Of all promotions in the Public Service, 10.6 percent were to members of visible minority groups. Of all promotions for members of visible minority groups, 15.5 percent were in the Scientific and Professional category.

## Sepations

- Visible minorities accounted for 6.8 percent of all separations from the Public Service; this is a decrease of 0.3 percent from 2006–2007.

## Comparisons and Highlights among Designated Groups

### Representation

- Three of the four designated groups remain well represented when compared with workforce availability estimates. Women account for 54.4 percent of Public Service employees, Aboriginal peoples for 4.4 percent, and persons with disabilities for 5.9 percent compared to workforce availability estimates of 52.2 percent, 2.5 percent and 3.6 percent respectively.
- The representation of visible minorities in the Public Service was 9.2 percent in 2007–2008, an increase of 0.4 percent in comparison to last year. Although the representation of visible minorities continues to increase, there still remains a gap compared with their workforce availability estimate of 10.4 percent.

### Gender

- In 2007–2008, the number of women in the Public Service increased by 4,773 employees to represent 54.4 percent of the Public Service population.
- The proportion of women in the designated groups has remained relatively consistent with levels of five years ago. Women now account for 61.2 percent of Aboriginal peoples, 50.9 percent of persons with disabilities and 55.1 percent of visible minorities.

- In comparison to 2006–2007, term employment of visible minority women has decreased from 10.9 percent to 10.6 percent of women who are term employees. However, in the case of Aboriginal women and women with disabilities, their share of term employment by women has increased to 4.6 percent and 3.1 percent respectively.

### Occupational Category

- Two of the designated groups showed an increased share of the Executive category in 2007–2008 compared with the previous year. Women's share increased from 40.4 percent to 41.7 percent, the share of Aboriginal peoples remained the same at 3.4 percent, the share for persons with disabilities decreased from 5.8 percent to 5.7 percent, and that for visible minorities increased from 6.2 percent to 6.7 percent.
- The Administrative and Foreign Service category continued to employ the largest number of employees of any occupational category (48.3 percent of the total Public Service population), including designated groups as follows:
  - 61.8 percent of women (up from 61.4 percent the previous year)
  - 4.6 percent of Aboriginal peoples (up from 4.4 percent the previous year)
  - 6.2 percent of persons with disabilities (up from 6.1 percent the previous year)
  - 9.5 percent of visible minorities (up from 9.0 percent the previous year)
- As in previous years, the Scientific and Professional category continues to employ the highest concentration of visible minorities. Visible minorities

account for 13.4 percent of all employees in this category. This number has been increasing over the last six years, but at a slowing rate.

## Age

- Persons with disabilities continue to have the highest proportion of employees over the age of 45 at 70.8 percent. The other three groups showed much lower proportions for employees over the age of 45 at 49.9 percent for women, 46.4 percent for Aboriginal peoples and 40.4 percent for visible minorities.
- Over half (51 percent) of women executives are under the age of 50.
- The average age for employees in the Public Service is 44.8 years. Among designated groups overall, visible minorities are the youngest (average 42.8 years) and persons with disabilities are the oldest (average 48.6 years).

## Distribution among Departments and Agencies

- As in previous years, Human Resources and Social Development Canada continued to employ the highest number of women (15,697) within the Public Service and had the second highest proportion of women employees at 70.5 percent.
- Almost 80 percent of the Royal Canadian Mounted Police (Civilian Staff) are women.
- Of all Aboriginal employees, 41 percent work in just three departments: Indian and Northern Affairs Canada, Correctional Service Canada, and

Human Resources and Social Development Canada. Combined, these three departments represent 22 percent of the total Public Service population.

- Approximately 30 percent of all persons with disabilities in the Public Service are employed by National Defence (1,934 employees) and Human Resources and Social Development Canada (1,807 employees). This is consistent with the 2006–2007 data.
- Just over 41 percent of all visible minorities in the Public Service work in five departments: Human Resources and Social Development Canada (2,123); National Defence (1,475); the Canada Border Services Agency (1,433); Health Canada (1,248); and Public Works and Government Services Canada (1,011).
- Of the 26 departments with more than 1,000 employees, 13 departments representing just 40 percent of the Public Service workforce employed a higher percentage of visible minorities than the 10.4 percent workforce availability estimate:
  - Citizenship and Immigration Canada (17.0 percent)
  - Passport Canada (15.0 percent)
  - Health Canada (14.0 percent)
  - Public Health Agency of Canada (13.1 percent)
  - Statistics Canada (12.7 percent)
  - Department of Justice Canada (11.7 percent)
  - Environment Canada (11.6 percent)
  - Industry Canada (11.5 percent)

- Canada Border Services Agency (11.2 percent)
- Canadian International Development Agency (11.1 percent)
- Foreign Affairs and International Trade (10.7 percent)
- Natural Resources Canada (10.6 percent)
- Department of Finance Canada (10.6 percent)

### Tenure

- As in previous years, indeterminate employees continue to represent the majority (92.5 percent) of the Public Service's workforce. The proportion of indeterminate employees among the designated groups in 2007–2008 is as follows, and remains comparatively consistent with previous years:
  - 92.2 percent of women (up from 91.9 percent the previous year)
  - 92.8 percent of Aboriginal peoples (down slightly from 93.0 percent the previous year)
  - 95.2 percent of persons with disabilities (down slightly from 95.5 percent the previous year)
  - 92.0 percent of visible minorities (up from 91.2 percent the previous year)

### Geography

- Of the total Public Service workforce, 42 percent work in the National Capital Region (NCR). This proportion is similar for visible minorities (45.7 percent), women (44.5 percent)

and persons with disabilities (41.5 percent). In contrast, less than one third of Aboriginal peoples work in the NCR.

- British Columbia continues to have the highest representation of visible minorities, increasing its share to 15.2 percent in 2007–2008, followed by Ontario (excluding the NCR) at 12.8 percent.
- Prince Edward Island had the highest representation of women and persons with disabilities at 63.2 percent and 8.7 percent respectively; this is consistent with previous years.

### Salary

- Approximately 70 percent of all employees in the Public Service earn \$50,000 or more. The proportions have increased for designated groups and are now as follows:
  - women at 63.4 percent
  - Aboriginal peoples at 67 percent
  - persons with disabilities at 65.7 percent
  - visible minorities at 70.9 percent

### Hiring

- The Public Service hired 4,150 more employees in 2007–2008 than in the previous year.
- The hiring of members of visible minority groups improved in comparison to last year. Persons in a visible minority group made up 9.2 percent of all new hires, a

0.5 percent increase from last year. The same can be said for women, who received a 58.0 percent share of new hires; this is a 2.3 percent increase from last year.

- Of the 621 new hires of Aboriginal peoples, 26.5 percent occurred in the NCR, 13.7 percent in Manitoba and 12.1 percent in Saskatchewan.
- For the sixth year in a row, visible minorities' share of new hires into the Executive category has increased and now sits at 9.2 percent.
- Each of the designated groups showed a year-over-year increase in their share of new indeterminate employee hires: women from 44.8 percent to 49.9 percent; Aboriginal peoples from 46.1 percent to 48.0 percent; persons with disabilities from 42.8 percent to 43.5 percent; and members of visible minority groups from 46.3 percent to 53.2 percent.

## Promotions

- More than half of all promotions occurred in the NCR; this was also true for promotions of women, persons with disabilities and visible minorities. The share for Aboriginal peoples increased to 46.0 percent, up from 44.1 percent last year.
- Across the entire Public Service, indeterminate employees received 94.0 percent of all promotions. Indeterminate employees who are members of designated groups received similar rates of promotion: women at 95.4 percent; Aboriginal peoples at 95.0 percent; persons with disabilities at 95.4 percent; and visible minorities at 96.0 percent.

- While two of the four designated groups experienced an increase in the share of promotions in the Scientific and Professional category from last year, women and Aboriginal peoples each experienced a decrease of approximately 0.5 percent.
- Women continued to receive the majority of promotions in the Administrative and Foreign Service category, in which they also constitute the majority of employees. They received 70.2 percent of promotions, an increase of 1.1 percent from the previous year.

## Sepations

- In the Scientific and Professional category, visible minorities accounted for 13.4 percent of employees and 11.4 percent of separations. The latter figure represents an increase of 0.9 percent from last year.
- Women accounted for 51.8 percent of all separations from the Public Service.
- Of all separations from the Public Service, 70.5 percent were indeterminate employees. Of all separations involving members of designated groups, 70.4 percent were indeterminate employees.



## Chapter 3 What the Numbers Show: 2006–2007

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This chapter provides highlights and describes employment equity performance by designated group in the Public Service for the 2006–2007 fiscal year.

### Women

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#### Gender/Representation

- The representation of women in the Public Service is up slightly from last year to 53.9 percent.

#### Occupational Category

- Women comprised 40.4 percent of employees in the Executive category, up from 38.8 percent last year and 32.0 percent five years ago. This is still below the workforce availability estimate of 42.8 percent for that category. The representation of women in the Scientific and Professional category (44.2 percent) increased slightly from the previous year.

#### Age

The distribution of women employees by age is as follows:

- 21 percent of women in the Public Service are under 35 years of age
- 47 percent of women in the Public Service are between the ages of 35 and 49
- 32 percent are 50 and older

#### Distribution among Departments and Agencies

- Of the large departments and agencies with more than 1,000 employees, the Royal Canadian Mounted Police (Civilian Staff) continues to employ the highest proportion of women (80.0 percent), followed closely by Veterans Affairs Canada (70.9 percent). Of the same large departments, Fisheries and Oceans Canada and National Defence have the lowest representation of women at 31.1 percent and 39.1 percent.

#### Tenure

- The percentage of indeterminate employees who are women has remained consistent with the previous year at 53.7 percent.
- Women still comprise approximately 6 of 10 term employees.

#### Geography

- Of all women who work in the Public Service, 44 percent work in the National Capital Region (a similar proportion to that for all employees).
- Close to 4 in 10 of all employees working outside of Canada are women; this is consistent with previous years.

## **Salary**

The percentage of women at or below the salary level identified are as follows:

- 51 percent earn less than \$55,000 annually compared with only 41 percent of all employees
- 76 percent earn less than \$70,000 annually compared with only 69 percent of all employees
- 95 percent earn less than \$95,000 annually compared to 92 percent of all employees

## **Hiring**

- Women represented 56 percent of all new hires into the Public Service.
- Although women continue to constitute the majority of all persons hired into the Scientific and Professional category at 51.4 percent, this represents approximately a 5 percent drop from the previous year.
- Approximately 4 in 10 women continue to enter the Public Service through the Administrative Support category, which is consistent with previous years.

## **Promotions**

- Women accounted for 61.2 percent of all promotions in the Public Service, which is up 2.4 percent from last year and brings the promotion rate for women to approximately the same level as existed five years ago.

## **Separtations**

- Women accounted for 53.4 percent of all separations from the Public Service. This represents a 3.8 percent increase from last year.

## **Aboriginal Peoples**

### **Representation**

- The representation of Aboriginal peoples, at 4.2 percent, is unchanged over the past three years.

### **Gender**

- Female Aboriginal employees make up 61 percent of Aboriginal employees.

### **Occupational Category**

- Aboriginal peoples represent 3.4 percent of all employees in the Executive category; this is unchanged from the previous year and compares to a workforce availability estimate of 3.5 percent for that category.
- Almost 50 percent of Aboriginal employees work in the Administrative and Foreign Service category. This represents an increase of 8.4 percent from five years ago and is similar to the percentage of the total employee population that works in this category (48 percent).

### **Age**

The distribution of Aboriginal employees by age is as follows:

- 21 percent of Aboriginal employees are under 35 years of age
- 51 percent of Aboriginal employees in the Public Service are between the ages of 35 and 49
- 28 percent are 50 years and older

## Distribution among Departments and Agencies

- Almost 50 percent of Aboriginal employees work in four departments whose total employee population represents only 27 percent of the Public Service employee population: 16 percent of Aboriginal employees work at Indian and Northern Affairs Canada, 14 percent at Correctional Service Canada, 11 percent at Human Resources and Social Development Canada and 8 percent work at Health Canada.
- Seven of the largest departments with employee populations over 1,000 have not matched the percentage of Aboriginal employees with the 2001 workforce availability estimate of 2.5 percent.

## Tenure

- Of all newly recruited Aboriginal employees, 46 percent were hired as indeterminate employees. This is similar to the percentage of indeterminate employees (47 percent) for all hires into the Public Service.
- Of all Aboriginal employees, 93 percent have indeterminate status.

## Geography

- Just over 32 percent of Aboriginal employees work in the National Capital Region (NCR), while 41.8 percent work west of the NCR. The proportion of Aboriginal peoples working west of the NCR has fallen steadily from 44.1 percent five years ago.

## Salary

The percentage of all Aboriginal employees at or below the salary level identified are as follows:

- 47 percent earn less than \$55,000 annually compared with only 41 percent of all employees
- 77 percent earn less than \$70,000 compared with only 69 percent of all employees
- 96 percent earn less than \$95,000 annually compared to 92 percent of all employees

## Hiring

- Aboriginal peoples represented 3.3 percent of all new hires; this continues the trend of Aboriginal peoples' falling share for all new hires from three years ago, when it was at 4.3 percent.
- Aboriginal peoples continue to enter the Public Service mainly through the Administrative and Foreign Service and the Administrative Support categories at 31.3 percent and 32.4 percent respectively.

## Promotions

- Aboriginal peoples received 4.3 percent of all promotions, down slightly from last year's rate of 4.4 percent.
- Of all promotions for Aboriginal peoples, 62 percent were in the Administrative and Foreign Service category, which is consistent with the previous year.

## **Sepations**

- Aboriginal peoples accounted for 3.9 percent of all separations; this is down only slightly from five years ago.

## **Persons with Disabilities**

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### **Representation**

- At 5.7 percent of the Public Service, persons with disabilities continue to be represented above their 2001 workforce availability estimate of 3.6 percent but are the first designated group to show a decline over the past five years.

### **Gender**

- Women made up 51 percent of employees with disabilities.

### **Occupational Category**

- Employees with disabilities represented 5.8 percent (or 270 of 4,651) of all employees in the Executive category; this is up from 5.5 percent from the previous year and is significantly higher than the workforce availability estimate of 2.6 percent for this category.
- The Administrative Support category has the highest proportion of employees with disabilities (7.8 percent) of all the occupational categories. Of all employees with disabilities, 20 percent work in Administrative Support positions. In comparison, 15 percent of all employees work in the Administrative Support category.

## **Age**

The distribution of employees with disabilities by age is as follows:

- only 9 percent of employees with disabilities are under 35 years of age compared with 20 percent of all employees who are 35 years and younger
- 42 percent of employees with disabilities working in the Public Service are between the ages of 35 and 49
- 49 percent are 50 years and older

### **Distribution among Departments and Agencies**

- Of the 24 departments with more than 1,000 employees, representing 93 percent of the Public Service employee population, only one department did not employ the percentage of employees with disabilities at or above the 2001 Participation and Activity Limitations (PALS) workforce availability estimate of 3.6 percent for persons with disabilities.

### **Tenure**

- Of all employees with disabilities, 95.5 percent have indeterminate employment status. This is higher than the rate of 92 percent for all employees.

### **Geography**

Of employees with disabilities, 42 percent work in the National Capital Region, the same percentage as for all employees.

## Salary

The percentage of employees with disabilities at or below the salary level identified are as follows:

- 47 percent earn under \$55,000 annually compared with only 41 percent of all employees
- 71 percent earn under \$70,000 annually compared to 69 percent of all employees
- 93 percent earn under \$95,000 annually compared to 92 percent of all employees

## Hiring

- Of persons with disabilities recruited into the Public Service in 2006–2007, 43 percent were hired into indeterminate positions. This continues the upward trend over the last five years and represents an increase of 15.8 percent from five years ago.
- The Administrative Support and Administrative and Foreign Service categories continue to be the main points of entry for persons with disabilities at 36 percent and 35 percent respectively.
- Persons with disabilities represent 2.8 percent of all new hires into the Public Service. This share of new hires has been below the workforce availability estimate as determined by the 2001 PALS for the last five years.

## Promotions

- Persons with disabilities received 5.0 percent of all promotions in the Public Service. This level of promotion has been consistent over the last five years.

## Sepations

- Employees with disabilities represented 7 percent of the separations from the Public Service. A 7 percent separation rate is more than double the hiring rate of persons with disabilities.

## Members of Visible Minority Groups

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### Representation

- Members of visible minority groups made up 8.8 percent of the Public Service workforce, up from 8.6 percent in the previous year, but still well below the workforce availability estimate of 10.4 percent.
- Representation of visible minorities in the Executive category is now at 6.2 percent up from 5.5 percent a year ago. The number of visible minority executives has almost trebled, from 103 in 2000 to 290 in 2006–2007.

### Gender

- Women made up 55 percent of the visible minority employee population.

### Occupational Category

- Of all visible minority employees, 21 percent work in the Scientific and Professional category, an occupational category that represents only 15 percent of the Public Service population.

## **Age**

The distribution by age of employees belonging to visible minority groups is as follows:

- 29 percent of visible minority employees are under 35 years of age
- 45 percent of visible minority employees in the Public Service are between the ages of 35 and 49
- 27 percent are 50 years of age and older

## **Distribution among Departments and Agencies**

- Of the 24 departments with more than 1,000 employees, representing 93 percent of the Public Service population, 12 departments have not matched employment of visible minorities with the workforce availability estimate of 10.4 percent as derived from the 2001 Census.
- Within these same 24 departments, Citizenship and Immigration Canada and Passport Canada continue to have the highest representation of visible minority employees at 16.5 percent and 15.5 percent respectively.

## **Tenure**

- The proportion of visible minorities who are indeterminate employees increased to 91.2 percent, up from 89.7 percent a year ago. An increase has been experienced in each of the last five years.

## **Geography**

- Out of all visible minority employees in the Public Service, 44.8 percent work in the National Capital Region, which is an increase of 1.1 percent from last year.

The second highest proportion of visible minorities work in British Columbia at 14.8 percent.

## **Salary**

The percentage of visible minority employees at or below the salary level identified are as follows:

- 41 percent earn less than \$55,000 annually, identical to the percentage for all employees.
- 68 percent earn under \$70,000 annually compared to 69 percent of all employees
- 93 percent earn under \$95,000 annually compared to 92 percent of all employees

## **Hiring**

- Of all new hires into the Public Service 8.7 percent identified themselves as visible minorities; this represents a 1.2 percent drop from the previous year and the lowest level in the last five years.
- Visible minorities continue to enter the Public Service primarily through the Administrative and Foreign Service and Administrative Support categories at 34.7 percent and 32.2 percent respectively. These two occupational categories continue to be the two main points of entry for all new public servants.

## **Promotions**

- Of all promotions in the Public Service 10.5 percent were to members of visible minority groups. Of these promotions to visible minorities, 14.9 percent were in the Scientific and Professional category.

## Sepations

- Visible minorities accounted for 7.1 percent of all separations from the Public Service; this remains virtually unchanged from the previous year.

## Comparisons and Highlights among Designated Groups

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### Representation

- Three of the four designated groups remain well represented when compared with workforce availability estimates. Women account for 53.9 percent of Public Service employees, Aboriginal peoples for 4.2 percent and persons with disabilities for 5.7 percent, compared to workforce availability estimates of 52.2 percent, 2.5 percent and 3.6 percent respectively.
- Although visible minority representation, at 8.8 percent, has increased by 2.6 percent from five years ago, there still remains a gap when compared with their workforce availability estimate of 10.4 percent.

### Gender

- In 2006–2007, the number of women in the Public Service increased by 1,803 employees to comprise 53.9 percent of the total Public Service population.
- The proportion of women in the designated groups has remained consistent with the levels of five years ago. Women now account for 61.2 percent of Aboriginal peoples, 51.3 percent of persons with disabilities and 54.8 percent of visible minorities.

- For women with a disability, term employment continues to decrease. They comprised 2.6 percent of all women who are term employees in 2006–2007, down from 3.2 percent of five years ago. The same can be said for Aboriginal women who now comprise 4.2 percent, down from 4.9 percent five years ago. However, term employment of visible minority women has increased. They comprised 10.9 percent of all women who are term employees, up from 8.8 percent five years ago.

### Occupational Category

- All of the designated groups showed an increased share of the Executive category in 2006–2007 from the previous year, except for Aboriginal peoples: women's share increased from 38.8 percent to 40.4 percent; the share for Aboriginal peoples remained the same at 3.4 percent; persons with disabilities increased their share from 5.5 percent to 5.8 percent; and visible minorities increased their share from 5.5 percent to 6.2 percent.
- The Administrative and Foreign Service category has the largest base of employees and received 6,003 new employees over the past year. Persons with disabilities showed a small decline in their proportion of this category, while all other designated groups showed an increase in their share. Visible minorities showed the greatest increase, going from 8.4 percent to 9.0 percent.
- The Scientific and Professional category continues to employ the highest concentration of employees belonging to a visible minority group. Members of visible minority groups account for

12.7 percent of all employees in this category. This proportion has been increasing over the last five years.

## Age

- The average age of employees in the Public Service is 44.8 years. Among the designated groups overall, visible minorities are the youngest (average 42.8 years) and persons with disabilities are the oldest (average 48.6 years).

## Distribution among Departments and Agencies

- Women made up 70.8 percent of the employee population of Human Resources and Social Development Canada, the second largest department in the Public Service.
- Of all Aboriginal peoples employed in the Public Service, 41.7 percent are employed by three departments: Human Resources and Social Development Canada with 875; Correctional Service Canada with 1,049; and Indian and Northern Affairs Canada with 1,252. Aboriginal peoples constitute just under a third of all employees at Indian and Northern Affairs Canada; this is consistent with previous years.
- Approximately 30 percent of all persons with disabilities in the Public Service are employed by National Defence (1,272 employees) and Human Resources and Social Development Canada (1,753 employees).

- Just over 42 percent of all visible minorities in the Public Service work in five departments: National Defence (1,214); Human Resources and Social Development Canada (1,945); Public Works and Government Services Canada (998); Canada Border Services Agency (1,326); and Health Canada (1,161).
- Of the 24 departments with more than 1,000 employees, only 10 departments employed a higher percentage of visible minorities than the 10.4 percent workforce availability estimate:
  - Citizenship and Immigration Canada (16.5 percent)
  - Passport Canada (15.5 percent)
  - Health Canada (13.8 percent)
  - Public Health Agency of Canada (12.0 percent)
  - Statistics Canada (11.7 percent)
  - Canada Border Services Agency (11.3 percent)
  - Canadian International Development Agency (11.2 percent)
  - Environment Canada (11.1 percent)
  - Industry Canada (10.9 percent)
  - Department of Justice Canada (10.7 percent)

## Tenure

- Indeterminate employees make up 92.3 percent of the Public Service workforce. The proportion of indeterminate employees among the designated groups in 2006–2007 is as follows, and remains fairly consistent with the overall picture:
  - 93.0 percent of Aboriginal peoples (up from 92.0 percent the previous year)
  - 95.5 percent of persons with a disability (up from 95.4 percent the previous year)
  - 91.2 percent of visible minorities (up from 89.7 percent the previous year)
  - 91.9 percent of women (up from 91.4 percent the previous year)

## Geography

- Of the total Public Service workforce, 42 percent is located in the National Capital Region (NCR). This proportion is similar for women (44.2 percent), persons with disabilities (41.8 percent) and visible minorities (44.8 percent). In contrast, less than one third of Aboriginal peoples work in the NCR.
- British Columbia continues to have the highest representation of visible minorities, increasing its share to 14.2 percent, followed by Ontario (excluding the NCR) with 12.8 percent.
- Prince Edward Island had the highest representation of women and persons with disabilities at 63.4 and 8.3 percent respectively; this is consistent with previous years.

## Salary

- Just over 70.5 percent of all employees in the Public Service earn \$50,000 or more annually; this represents a significant increase from five years ago. The proportions have increased for designated groups in 2006–2007 and are as follows:
  - women at 62.4 percent, compared with 49.8 percent in 2001–2002
  - Aboriginal peoples at 66.0 percent, compared with 51.3 percent in 2001–2002
  - persons with disabilities at 65.1 percent, compared with 55.4 percent in 2001–2002
  - members of visible minority groups at 69.9 percent, compared with 57.2 percent in 2001–2002

## Hiring

- The Public Service hired 2,532 more employees in 2006–2007 than in the previous year.
- The hiring of visible minorities showed no improvement from the previous year. Persons in a visible minority group made up 8.7 percent of all new hires; this is a 1.2 percentage decrease from last year. The same can be said for women, who received a 55.7 percent share of new hires; this is a 1.2 percent decrease from last year as well.
- The NCR, British Columbia and Manitoba received the majority of new hires of Aboriginal peoples: the NCR at 29.6 percent; British Columbia at 12.5 percent; and Manitoba at 11.9 percent.

- For the fifth year in a row, visible minorities' share of new hires into the Executive category has increased. It now stands at 9.1 percent.
- Women's share in the Scientific and Professional category experienced a decrease of almost 5 percent from the previous year to 51.4 percent. This represents the first drop in women's share of new hires in this category since 2000–2001.
- Each of the designated groups showed an increase in their share of new indeterminate employee hires from 2005–2006: women from 35.3 percent to 44.8 percent; Aboriginal peoples from 38.8 percent to 46.1 percent; persons with disabilities from 40.2 percent to 42.8 percent; and visible minorities from 36.2 percent to 46.3 percent.
- For the first time, close to half of all new hires of visible minorities into the Public Service were indeterminate at 46.3 percent. This represents an increase of 12.1 percent from the previous year.
- Across the entire Public Service, indeterminate employees received 95.1 percent of all promotions. Indeterminate employees who are members of designated groups received similar rates of promotion: women at 95.5 percent; Aboriginal peoples at 94.6 percent; persons with disabilities at 96.7 percent; and visible minorities at 95.4 percent.
- While two of the four designated groups experienced an increase in the share of promotions in the Scientific and Professional category from last year, visible minorities and persons with disabilities each experienced a decrease of 0.2 percent.
- Women continued to receive the majority of promotions in the Administrative and Foreign Service category, in which they also constitute the majority of employees. They received 69.1 percent of promotions, an increase of 5.2 percent from the previous year.

## Promotions

- More than half of all promotions occurred in the NCR; this was also true for promotions of women, persons with disabilities and visible minorities. The share for Aboriginal peoples increased to 44.1 percent, up from 39.2 percent last year.

## Sepations

- In the Scientific and Professional category, members of visible minority groups accounted for 12.7 percent of employees and 10.5 percent of separations.
- Women accounted for 53.4 percent of all separations from the Public Service.
- Of all separations from the Public Service, 66.3 percent were indeterminate employees. Of all separations involving designated groups, 65.3 percent were indeterminate employees.



## Conclusion

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While it is appropriate to acknowledge that there have been some significant successes in the recruitment and development of members of the four designated groups, a number of persistent challenges still remain.

Salary levels for employees who are visible minorities compare favourably with the levels for all employees in the Public Service. The representation of visible minorities in the Executive category meets the workforce availability estimate for that category for the first time. However, the significant gap in overall representation of visible minorities compared to the workforce availability estimate must be addressed.

Employees with disabilities are represented in the Executive category at double the level of their workforce availability for that category and, overall, are well represented in almost every department across the Public Service. However, the recruitment of persons with disabilities has not met workforce availability estimates for a number of years. As a result, the representation of employees with disabilities decreased for the first time in 2006–2007, although it did climb again in 2007–2008. In addition, 51 percent of employees with disabilities are 50 years of age or more. Efforts to maintain the representation rate of employees with disabilities in the face of an accelerated separation rate can only be accomplished through a concerted effort in recruitment.

Aboriginal peoples are being significantly recruited into a small number of the larger departments and, as a result, the representation of Aboriginal peoples

exceeds the overall workforce availability estimate. However, there are six departments with more than 1,000 employees that have not met the 2001 workforce availability estimate of 2.5 percent.

As of March 31, 2007, women represented 53.9 percent of Public Service employees; as of March 31, 2008 that figure had climbed to 54.4 percent. This compares with 52.5 percent in March 2002, when representation of women slightly exceeded the 2001 workforce availability estimate of 52.2 percent. Women still have not achieved full representation in the Executive category, but that gap appears to be closing. In addition, women are significantly overrepresented in positions earning under \$55,000 annually. This may be attributed to the high representation of women working in the Administrative Support category (81 percent).

It is recognized that success in employment equity is about more than just numbers. However, without understanding the composition of our workforce, it would be difficult to pave our way forward. The Agency continues to look at ways to improve the process for voluntary self-identification adopted in the *Employment Equity Act* to enable us to develop the right policies and initiatives to achieve our goals. Employment equity is an essential first step toward a diverse, representative and inclusive Public Service.



## Appendix 1 Technical Notes

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The two sets of tables in this report provide statistics on designated groups in the Public Service as of March 31, 2007, and March 31, 2008. They include summary data on women, Aboriginal peoples, persons with disabilities and members of visible minority groups, as well as tables on hiring, promotions and separations of persons in these groups.

The Treasury Board is the employer for the Public Service as set out in the *Financial Administration Act* (FAA), schedules I and IV. Appointments are made according to merit as it is defined in the *Public Service Employment Act*, which is administered by the Public Service Commission of Canada. The total number of employees in the Public Service as of March 31, 2007, was 179,540 and as of March 31, 2008, was 186,754.

### Report coverage

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This report includes information on indeterminate employees, employees with terms of three months or more, and seasonal employees, with the exception of those seasonal employees who were on leave without pay at the end of March for each fiscal year. No information is reported on students or casual workers, except in the case of hiring if their employment status changed (to indeterminate, terms of three months or more, or seasonal) before the end of the fiscal year. Employees on leave without pay, including those on care and nurturing leave and educational leave, are not included in these tables.

Statistics in this document also exclude Governor in Council appointees, ministerial staff, federal judges and deputy ministers, who are also on the Public Service payroll. As required under the *Employment Equity Act*, annual reports to Parliament present information for the fiscal year beginning April 1st and ending March 31st.

### Federal departments and agencies

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The *Employment Equity Act* prescribes that this report covers the portions of the Public Service of Canada set out in schedules I and IV of the FAA. The Public Service comprises some 72 departments, agencies and commissions for which the Treasury Board is the employer (see Table 5). The statistics in this report include only employees working for those organizations.

These organizations vary in size, from large departments with more than 3,000 employees to small institutions with fewer than 100 employees, and in geography, with some organizations present in all provinces and territories while others are located only in the National Capital Region. The data from some smaller organizations are included with the data from a larger institution that has responsibility for their corporate and administrative matters.

The statistics of separate employers, covered by FAA schedule V, are not included in this report. Those separate employers having more than 100 employees (such as the Canada Revenue Agency and the Canadian Food Inspection Agency) are required by

the *Employment Equity Act* to provide their reports to the Agency only for the purposes of tabling in Parliament at the same time as this report. To view their employment equity reports, readers should visit their websites or contact those organizations directly.

Reports on employment equity in the Canadian Forces and with respect to members of the Royal Canadian Mounted Police are prepared by those organizations and are also tabled in Parliament at the same time as those of separate employers.

## Data on persons in the designated groups

To assure consistency of the data presented in this report, the Agency uses the Incumbent File, which contains information on all employees for whom the Treasury Board is the employer in accordance with FAA, schedules I and IV.

All tabulations, other than those for women, contain data obtained through self-identification. Self-identification data, provided voluntarily by employees, are maintained separately and confidentially in the Employment Equity Data Bank (EEDB) by the Agency. Information derived from these two sources does not always harmonize exactly with information from departmental sources, which is why a reconciliation process is carried out each year by the Agency and departments.

The completeness and accuracy of employment equity data for the Public Service depend on the willingness of employees to self-identify and on departments providing opportunities for

them to do so. Employees, including those engaged as students or casual workers, are given an opportunity to provide this information when they are hired and during departmental self-identification surveys or other campaigns. Furthermore, they may complete a self-identification form (available from the employment equity coordinator in the department) at any time.

## Terminology

“Hiring” refers to the number of persons added to the employee population in the past fiscal year. This includes indeterminate and seasonal employees (with the exception of those seasonal employees who are on leave without pay at the end of March), those with terms of three months or more, and students and casual workers whose employment status has changed (to indeterminate, terms of three months or more, or seasonal). “Hirings” measures the flow of employees into the Public Service and may include more than one staffing action for term employees.

“Promotions” refers to the number of appointments to positions at higher maximum pay levels, either within the same occupational group or subgroup or in another group or subgroup.

“Separations” refers to the number of employees (i.e. indeterminate, terms of three months or more, and seasonal) removed from the Public Service payroll and may include more than one action for term employees. Separations include employees who retired or resigned or those whose specified employment period (term) ended.

“Indeterminate employees” refers to people appointed to the Public Service for an unspecified duration.

“Seasonal employees” refers to people hired to work cyclically for a season or portion of each year.

“Casual workers” refers to people hired by any one department or agency for a specified period of no more than 90 days during the calendar year. Casual workers are not included in the representation figures.

“Workforce availability” refers to the distribution of people in the designated groups as a percentage of the total Canadian workforce. For Public Service purposes, workforce availability is based only on Canadian citizens in those occupations in the Canadian workforce corresponding to the occupations in the Public Service. Estimates for women, Aboriginal peoples and visible minorities are derived from statistics in the Census of Canada. Estimates for persons with disabilities are derived from data in surveys such as the Health and Activity Limitation Survey (1991) and the Participation and Activity Limitation Survey (2001). These are also collected by Statistics Canada.



## Appendix 2 Statistical Tables—2007–2008

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**TABLE 1**  
**Representation of Designated Groups in the Public Service of Canada**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees*

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	#	#	%	#	%	#	%	#	%
<b>Public Service Representation</b>										
As at March 31, 2008	186,754	101,589	54.4	8,190	4.4	11,001	5.9	17,207	9.2	
As at March 31, 2007	179,540	96,816	53.9	7,610	4.2	10,192	5.7	15,787	8.8	
As at March 31, 2006	176,630	95,013	53.8	7,381	4.2	10,169	5.8	15,112	8.6	
As at March 31, 2005	165,856	88,702	53.5	6,886	4.2	9,626	5.8	13,498	8.1	
As at March 31, 2004	165,976	88,175	53.1	6,723	4.1	9,452	5.7	13,001	7.8	
As at March 31, 2003	163,314	86,162	52.8	6,426	3.9	9,155	5.6	12,058	7.4	
As at March 31, 2002	157,510	82,663	52.5	5,980	3.8	8,331	5.3	10,772	6.8	
As at March 31, 2001	149,339	77,785	52.1	5,316	3.6	7,621	5.1	9,143	6.1	
As at March 31, 2000*	(Revenue Canada excluded)	141,253	72,549	51.4	4,639	3.3	6,687	4.7	7,764	5.5
As at March 31, 1999	(Revenue Canada included)	178,340	91,856	51.5	5,124	2.9	8,137	4.6	10,557	5.9
As at March 31, 1998	179,831	90,801	50.5	4,770	2.7	6,943	3.9	9,260	5.1	
<b>Workforce Availability</b>										
2001 Census and PALS		52.2		2.5		3.6		10.4		
1996 Census and PALS		48.7		1.7		4.8		8.7		
1991 Census and PALS		47.3		2.6		4.8		9.0		

\* Revenue Canada became a separate employer, the new Canada Customs and Revenue Agency, on November 1, 1999.

#### Notes

The data in this and other tables in this report cover employees identified for the purpose of employment equity in the Regulations to the *Employment Equity Act*. The estimates of workforce availability are based on information from the 2001 Census of Canada and the 2001 post-Census Participation and Activity Limitation Survey (PALS). They include only Canadian citizens in those occupations in the Canadian workforce that correspond to occupations in the federal public service.

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.



TABLE 2

**Distribution of Designated Groups in the Public Service of Canada by Type of Employment and Gender  
FAA, schedules I and IV Indeterminates, Terms of Three Months or More and, Seasonal Employees—As at March 31, 2008**

	#	All Employees	Gender	Type of Employment						Seasonal	Gender
				#	%	#	%	#	%		
Federal Public Service											
<b>Total</b>	<b>186,754</b>	<b>100.0</b>	<b>100.0</b>	<b>172,800</b>	<b>100.0</b>	<b>100.0</b>	<b>13,009</b>	<b>100.0</b>	<b>100.0</b>	<b>945</b>	<b>100.0</b>
Women	101,589	54.4	54.4	93,710	54.2	54.2	7,521	57.8	57.8	358	37.9
Men	85,165	45.6	45.6	79,090	45.8	45.8	5,488	42.2	42.2	587	62.1
Aboriginal Peoples											
<b>Total</b>	<b>8,190</b>	<b>4.4</b>	<b>100.0</b>	<b>7,604</b>	<b>4.4</b>	<b>100.0</b>		<b>504</b>	<b>3.9</b>	<b>100.0</b>	<b>82</b>
Women	5,013	4.9	61.2	4,624	4.9	60.8		345	4.6	68.5	44
Men	3,177	3.7	38.8	2,980	3.8	39.2		159	2.9	31.5	38
Persons with Disabilities											
<b>Total</b>	<b>11,001</b>	<b>5.9</b>	<b>100.0</b>	<b>10,471</b>	<b>6.1</b>	<b>100.0</b>		<b>467</b>	<b>3.6</b>	<b>100.0</b>	<b>63</b>
Women	5,595	5.5	50.9	5,340	5.7	51.0		232	3.1	49.7	23
Men	5,406	6.3	49.1	5,131	6.5	49.0		235	4.3	50.3	40
Persons in a Visible Minority Group											
<b>Total</b>	<b>17,207</b>	<b>9.2</b>	<b>100.0</b>	<b>15,835</b>	<b>9.2</b>	<b>100.0</b>		<b>1,339</b>	<b>10.3</b>	<b>100.0</b>	<b>33</b>
Women	9,479	9.3	55.1	8,668	9.2	54.7		796	10.6	59.4	15
Men	7,728	9.1	44.9	7,167	9.1	45.3		543	9.9	40.6	18

**Notes**

Shaded columns indicate the percentage representation by gender within each group of employees (e.g. 61.2 percent of Aboriginal employees are women, i.e.  $5,013 \div 8,190 \times 100$ ).

Percentages in the unshaded columns in each case show the representation of all members of the designated groups within the Public Service and their representation by gender within the Public Service (e.g. 9.9 percent of men who are term employees are members of a visible minority group, i.e.  $543 \div 5,488 \times 100$ ).

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 3**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Occupational Category and Group	All Employees			Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	#	%	#	%	#	%	#	%
<b>Executive</b>	<b>4,898</b>	<b>2,042</b>	<b>41.7</b>	<b>165</b>	<b>3.4</b>	<b>278</b>	<b>5.7</b>	<b>326</b>	<b>6.7</b>
<b>Scientific and Professional</b>									
AC Actuarial Science	5	0	0.0	0	0.0	0	0.0	1	20.0
AG Agriculture	6	1	16.7	0	0.0	0	0.0	0	0.0
AR Architecture and Town Planning	207	62	30.0	3	1.4	7	3.4	26	12.6
AU Auditing	201	79	39.3	1	0.5	5	2.5	30	14.9
BI Biological Sciences	2,023	952	47.1	30	1.5	60	3.0	286	14.1
CH Chemistry	518	232	44.8	4	0.8	10	1.9	124	23.9
DE Dentistry	15	3	20.0	0	0.0	0	0.0	0	0.0
DS Defence Scientific Service	657	123	18.7	3	0.5	18	2.7	94	14.3
ED Education	772	531	66.3	81	10.5	38	4.9	57	7.4
EN Engineering and Land Survey	2,828	468	16.5	47	1.7	118	4.2	461	16.3
ES Economics, Sociology and Statistics	7,617	3,839	50.4	180	2.4	346	4.5	1,092	14.3
FO Forestry	79	16	20.3	1	1.3	7	8.9	1	1.3
HR Historical Research	137	64	46.7	3	2.2	7	5.1	5	3.6
LA Law	2,923	1,570	53.7	84	2.9	147	5.0	292	10.0
LS Library Science	387	296	76.5	8	2.1	17	4.4	28	7.2
MA Mathematics	320	131	40.9	1	0.3	17	5.3	58	18.1
MD Medicine	292	117	40.1	4	1.4	13	4.5	38	13.0
MT Meteorology	528	113	21.4	3	0.6	16	3.0	52	9.8
ND Nutrition and Dietetics	61	60	98.4	4	6.6	1	1.6	1	1.6
NU Nursing	1,698	1,424	83.9	149	8.8	48	2.8	130	7.7
OP Occupational and Physical Therapy	65	43	66.2	1	1.5	0	0.0	4	6.2
PC Physical Sciences	2,389	1,032	43.2	62	2.6	95	4.0	271	11.3





TABLE 3 (cont'd)

Occupational Category and Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group		
	#	#	%	#	%	#	%	#	%	#	%
PH Pharmacy	45	32	71.1	1	2.2	1	2.2	6	13.3		
PS Psychology	385	218	56.6	5	1.3	17	4.4	27	7.0		
SE Scientific Research	1,815	354	19.5	10	0.6	60	3.3	345	19.0		
SG Scientific Regulation	941	487	51.8	6	0.6	23	2.4	189	20.1		
SW Social Work	123	84	68.3	5	4.1	4	3.3	4	3.3		
UT University Teaching	272	47	17.3	1	0.4	16	5.9	36	13.2		
VM Veterinary Medicine	41	26	63.4	0	0.0	3	7.3	4	9.8		
<b>Total</b>	<b>27,350</b>	<b>12,385</b>	<b>45.3</b>	<b>697</b>	<b>2.5</b>	<b>1,094</b>	<b>4.0</b>	<b>3,662</b>	<b>13.4</b>		
<b>Administrative and Foreign Service</b>											
AS Administrative Services	25,353	19,395	76.5	1,193	4.7	1,555	6.1	1,698	6.7		
CO Commerce	2,931	1,304	44.5	103	3.5	128	4.4	278	9.5		
CS Computer Systems Administration	12,678	3,622	28.6	311	2.5	680	5.4	1,641	12.9		
FI Financial Administration	3,683	2,034	55.2	115	3.1	151	4.1	589	16.0		
FS Foreign Service	1,180	468	39.7	19	1.6	40	3.4	145	12.3		
IS Information Services	3,133	2,167	69.2	117	3.7	169	5.4	245	7.8		
OM Organization and Methods	107	58	54.2	3	2.8	8	7.5	5	4.7		
PE Personnel Administration	3,921	3,018	77.0	190	4.8	385	9.8	444	11.3		
PG Purchasing and Supply	2,866	1,564	54.6	106	3.7	197	6.9	245	8.5		
PL Leadership Development Programs	175	99	56.6	7	4.0	15	8.6	48	27.4		
PM Program Administration	30,027	19,320	64.3	1,679	5.6	2,021	6.7	2,944	9.8		
TR Translation	1,120	804	71.8	5	0.4	30	2.7	43	3.8		
WP Welfare Program	3,110	1,979	63.6	273	8.8	175	5.6	208	6.7		
<b>Total</b>	<b>90,284</b>	<b>55,832</b>	<b>61.8</b>	<b>4,121</b>	<b>4.6</b>	<b>5,554</b>	<b>6.2</b>	<b>8,533</b>	<b>9.5</b>		

**TABLE 3 (cont'd)**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Occupational Category and Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group	
#	#	%	#	%	#	%
<b>Technical</b>						
AI Air Traffic Control	11	2	18.2	0	0.0	0
AO Aircraft Operations	460	44	9.6	9	2.0	1.3
DD Drafting and Illustration	169	64	37.9	5	3.0	12
EG Engineering and Scientific Support	6,434	1,994	31.0	183	2.8	296
EL Electronics	1,062	62	5.8	27	2.5	61
EU Educational Support	30	28	93.3	17	56.7	0
GT General Technical	2,385	665	27.9	126	5.3	132
PI Primary Products Inspection	275	66	24.0	12	4.4	23
PY Photography	11	2	18.2	0	0.0	1
RO Radio Operations	361	85	23.5	16	4.4	10
SI Social Science Support	3,574	2,317	64.8	153	4.3	225
SO Ships' Officers	1,034	78	7.5	20	1.9	31
TI Technical Inspection	1,616	256	15.8	44	2.7	99
<b>Total</b>	<b>17,422</b>	<b>5,663</b>	<b>32.5</b>	<b>612</b>	<b>3.5</b>	<b>896</b>
<b>Administrative Support</b>						
CM Communications	35	8	22.9	0	0.0	7
CR Clerical and Regulatory	26,032	21,059	80.9	1,360	5.2	2,034
DA Data Processing	227	110	48.5	5	2.2	15
OE Office Equipment Operation	8	6	75.0	0	0.0	3
ST Secretarial, Stenographic, Typing	547	536	98.0	30	5.5	34
<b>Total</b>	<b>26,849</b>	<b>21,719</b>	<b>80.9</b>	<b>1,395</b>	<b>5.2</b>	<b>2,093</b>
					<b>7.8</b>	<b>2,730</b>
						<b>10.2</b>

TABLE 3 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Occupational Category and Group**

*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Occupational Category and Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
#	#	%	#	%	#
<b>Operational</b>					
CX Correctional Services	6,194	1,645	26.6	628	10.1
FR Firefighters	475	15	3.2	19	4.0
GL General Labour and Trades	5,333	277	5.2	216	4.1
GS General Services	3,531	1,401	39.7	161	4.6
HP Heat, Power and Stationary Plant Operation	465	7	1.5	15	3.2
HS Hospital Services	650	407	62.6	56	8.6
LI Lightkeepers	98	13	13.3	4	4.1
PR Printing Operations	31	11	35.5	2	6.5
SC Ships' Crews	1,350	116	8.6	37	2.7
SR Ship Repair	1,824	56	3.1	62	3.4
<b>Total</b>	<b>19,951</b>	<b>3,948</b>	<b>19.8</b>	<b>1,200</b>	<b>6.0</b>
<b>TOTAL FEDERAL PUBLIC SERVICE</b>	<b>186,754</b>	<b>101,589</b>	<b>54.4</b>	<b>8,190</b>	<b>4.4</b>
				<b>11,001</b>	<b>5.9</b>
					<b>850</b>
					<b>4.3</b>

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 4**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Age Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
				#	%	#	%	#	%
<b>Executive</b>									
25-29	1	0	0.0	0	0.0	0	0.0	0	0.0
30-34	73	31	42.5	4	5.5	2	2.7	9	12.3
35-39	350	156	44.6	14	4.0	5	1.4	37	10.6
40-44	667	314	47.1	31	4.6	18	2.7	68	10.2
45-49	1,110	543	48.9	39	3.5	56	5.0	66	5.9
50-54	1,385	600	43.3	44	3.2	95	6.9	53	3.8
55-59	1,000	346	34.6	28	2.8	77	7.7	56	5.6
60-64	274	49	17.9	5	1.8	24	8.8	32	11.7
65-69	36	3	8.3	0	0.0	1	2.8	5	13.9
70+	2	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>4,898</b>	<b>2,042</b>	<b>41.7</b>	<b>165</b>	<b>3.4</b>	<b>278</b>	<b>5.7</b>	<b>326</b>	<b>6.7</b>
<b>Scientific and Professional</b>									
16-19	1	0	0.0	0	0.0	0	0.0	1	100.0
20-24	240	160	66.7	5	2.1	1	0.4	27	11.3
25-29	2,208	1,277	57.8	42	1.9	36	1.6	338	15.3
30-34	3,879	2,144	55.3	112	2.9	81	2.1	544	14.0
35-39	4,050	2,068	51.1	121	3.0	108	2.7	602	14.9
40-44	4,060	1,910	47.0	122	3.0	149	3.7	574	14.1
45-49	4,166	1,827	43.9	110	2.6	176	4.2	537	12.9
50-54	3,991	1,578	39.5	84	2.1	234	5.9	397	9.9
55-59	2,992	1,008	33.7	70	2.3	199	6.7	312	10.4
60-64	1,303	344	26.4	25	1.9	80	6.1	212	16.3
65-69	363	56	15.4	5	1.4	24	6.6	91	25.1
70+	97	13	13.4	1	1.0	6	6.2	27	27.8
<b>Total</b>	<b>27,350</b>	<b>12,385</b>	<b>45.3</b>	<b>697</b>	<b>2.5</b>	<b>1,094</b>	<b>4.0</b>	<b>3,662</b>	<b>13.4</b>



TABLE 4 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Occupational Category and Age Group**

*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
				#	%	#	%	#	%
<b>Administrative and Foreign Service</b>									
16-19	8	4	50.0	2	25.0	0	0.0	0	0.0
20-24	1,718	1,042	60.7	47	2.7	12	0.7	169	9.8
25-29	7,917	4,781	60.4	294	3.7	156	2.0	1,066	13.5
30-34	10,978	6,494	59.2	479	4.4	334	3.0	1,538	14.0
35-39	11,478	6,810	59.3	659	5.7	463	4.0	1,378	12.0
40-44	13,512	8,461	62.6	748	5.5	747	5.5	1,373	10.2
45-49	15,959	10,567	66.2	722	4.5	1,129	7.1	1,159	7.3
50-54	16,251	10,562	65.0	700	4.3	1,428	8.8	862	5.3
55-59	9,215	5,422	58.8	371	4.0	946	10.3	607	6.6
60-64	2,747	1,458	53.1	88	3.2	285	10.4	293	10.7
65-69	437	206	47.1	10	2.3	50	11.4	78	17.8
70+	64	25	39.1	1	1.6	4	6.3	10	15.6
<b>Total</b>	<b>90,284</b>	<b>55,832</b>	<b>61.8</b>	<b>4,121</b>	<b>4.6</b>	<b>5,554</b>	<b>6.2</b>	<b>8,533</b>	<b>9.5</b>
<b>Technical</b>									
16-19	7	1	14.3	0	0.0	0	0.0	0	0.0
20-24	236	106	44.9	5	2.1	3	1.3	22	9.3
25-29	1,116	549	49.2	41	3.7	31	2.8	110	9.9
30-34	1,618	745	46.0	67	4.1	50	3.1	139	8.6
35-39	1,795	751	41.8	97	5.4	60	3.3	137	7.6
40-44	2,426	888	36.6	89	3.7	90	3.7	156	6.4
45-49	3,514	1,030	29.3	111	3.2	179	5.1	180	5.1
50-54	3,586	942	26.3	111	3.1	247	6.9	152	4.2
55-59	2,125	475	22.4	69	3.2	168	7.9	113	5.3

**TABLE 4 (cont'd)**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Age Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%	#
60-64	797	146	18.3	19	2.4	54
65-69	172	28	16.3	3	1.7	10
70+	30	2	6.7	0	0.0	4
<b>Total</b>	<b>17,422</b>	<b>5,663</b>	<b>32.5</b>	<b>612</b>	<b>3.5</b>	<b>896</b>
<b>Administrative Support</b>						
16-19	33	21	63.6	3	9.1	0
20-24	1,035	818	79.0	44	4.3	16
25-29	2,617	1,936	74.0	115	4.4	69
30-34	2,565	1,953	76.1	139	5.4	99
35-39	2,777	2,241	80.7	184	6.6	158
40-44	3,658	3,007	82.2	239	6.5	263
45-49	4,634	3,921	84.6	258	5.6	440
50-54	4,954	4,086	82.5	221	4.5	500
55-59	3,137	2,541	81.0	140	4.5	367
60-64	1,140	947	83.1	45	3.9	144
65-69	247	204	82.6	6	2.4	32
70+	52	44	84.6	1	1.9	5
<b>Total</b>	<b>26,849</b>	<b>21,719</b>	<b>80.9</b>	<b>1,395</b>	<b>5.2</b>	<b>2,093</b>
<b>Operational</b>						
16-19	29	6	20.7	0	0.0	1
20-24	429	120	28.0	22	5.1	4
25-29	1,229	366	29.8	90	7.3	23
30-34	1,900	524	27.6	168	8.8	43
35-39	2,307	581	25.2	198	8.6	62

TABLE 4 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Occupational Category and Age Group**

*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
		#	#	%	#	%
40-44	40-44	2,824	631	22.3	208	7.4
45-49	45-49	3,798	717	18.9	188	4.9
50-54	50-54	3,856	529	13.7	188	4.9
55-59	55-59	2,452	293	11.9	97	4.0
60-64	60-64	910	143	15.7	32	3.5
65-69	65-69	184	34	18.5	8	4.3
70+	70+	33	4	12.1	1	3.0
<b>Total</b>		<b>19,951</b>	<b>3,948</b>	<b>19.8</b>	<b>1,200</b>	<b>6.0</b>
<b>Federal Public Service</b>						
16-19	16-19	78	32	41.0	5	6.4
20-24	20-24	3,658	2,246	61.4	123	3.4
25-29	25-29	15,088	8,909	59.0	582	3.9
30-34	30-34	21,013	11,891	56.6	969	4.6
35-39	35-39	22,757	12,607	55.4	1,273	5.6
40-44	40-44	27,147	15,211	56.0	1,437	5.3
45-49	45-49	33,181	18,605	56.1	1,428	4.3
50-54	50-54	34,023	18,297	53.8	1,348	4.0
55-59	55-59	20,921	10,085	48.2	775	3.7
60-64	60-64	7,171	3,087	43.0	214	3.0
65-69	65-69	1,439	531	36.9	32	2.2
70+	70+	278	88	31.7	4	1.4
<b>Total</b>		<b>186,754</b>	<b>101,589</b>	<b>54.4</b>	<b>8,190</b>	<b>4.4</b>

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 5**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Department or Agency**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group		
	#	#	%	#	%	#	%	#	%	#	%
National Defence*	24,064	9,472	39.4	776	3.2	1,934	8.0	1,475	6.1		
Human Resources and Social Development Canada	22,259	15,697	70.5	984	4.4	1,807	8.1	2,123	9.5		
Correctional Service Canada	15,163	6,930	45.7	1,128	7.4	610	4.0	820	5.4		
Canada Border Services Agency	12,846	6,722	52.3	384	3.0	749	5.8	1,433	11.2		
Public Works and Government Services Canada	12,197	6,632	54.4	316	2.6	654	5.4	1,011	8.3		
Fisheries and Oceans Canada†	9,692	3,143	32.4	352	3.6	488	5.0	394	4.1		
Health Canada	8,935	5,880	65.8	626	7.0	391	4.4	1,248	14.0		
Agriculture and Agri-Food Canada‡	6,396	3,049	47.7	202	3.2	295	4.6	547	8.6		
Environment Canada	5,964	2,663	44.7	165	2.8	291	4.9	693	11.6		
Statistics Canada	5,616	2,901	51.7	111	2.0	339	6.0	711	12.7		
Royal Canadian Mounted Police (Civilian Staff)	5,467	4,333	79.3	270	4.9	276	5.0	436	8.0		
Industry Canada	5,220	2,597	49.8	114	2.2	272	5.2	599	11.5		
Department of Justice Canada§	5,013	3,311	66.0	172	3.4	255	5.1	587	11.7		
Transport Canada	4,897	2,183	44.6	142	2.9	215	4.4	501	10.2		
Foreign Affairs and International Trade Canada	4,272	2,169	50.8	91	2.1	153	3.6	456	10.7		
Natural Resources Canada	4,264	1,765	41.4	114	2.7	250	5.9	452	10.6		
Indian and Northern Affairs Canada	4,026	2,524	62.7	1,222	30.4	231	5.7	278	6.9		
Veterans Affairs Canada	3,816	2,744	71.9	119	3.1	328	8.6	337	8.8		
Citizenship and Immigration Canada	3,731	2,566	68.8	77	2.1	192	5.1	633	17.0		
Passport Canada	2,387	1,659	69.5	50	2.1	74	3.1	359	15.0		
Canadian Heritage	2,075	1,425	68.7	102	4.9	103	5.0	212	10.2		
Public Health Agency of Canada	2,016	1,377	68.3	75	3.7	90	4.5	264	13.1		

TABLE 5 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group****According to Department or Agency***FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

<b>Department or Agency</b>	<b>All Employees</b>	<b>Women</b>	<b>Aboriginal Peoples</b>	<b>Persons with Disabilities</b>	<b>Persons in a Visible Minority Group</b>
	#	#	%	#	%
Canadian International Development Agency	1,776	1,101	62.0	53	3.0
Library and Archives Canada	1,069	635	59.4	36	3.4
Treasury Board of Canada Secretariat	1,042	627	60.2	34	3.3
Department of Finance Canada	1,039	539	51.9	17	1.6
Public Service Commission of Canada	993	681	68.6	36	3.6
Public Safety Canada§	837	518	61.9	41	4.9
Immigration and Refugee Board	812	524	64.5	23	2.8
Privy Council Office	743	427	57.5	22	3.0
Atlantic Canada Opportunities Agency	709	417	58.8	17	2.4
Canada School of Public Service	667	463	69.4	26	3.9
Canadian Grain Commission	626	229	36.6	37	5.9
Canada Public Service Agency	586	412	70.3	29	4.9
Canadian Space Agency	573	221	38.6	5	0.9
Court Administration Services	552	360	65.2	24	4.3
Canadian Radio-television and Telecommunications Commission	406	232	57.1	10	2.5
Economic Development Agency of Canada for the Regions of Quebec	397	227	57.2	7	1.8
Western Economic Diversification Canada	377	212	56.2	22	5.8
Office of Indian Residential Schools Resolution of Canada	357	230	64.4	58	16.2
Elections Canada	349	164	47.0	15	4.3
National Parole Board	344	286	83.1	19	5.5
Canadian Transportation Agency	208	126	60.6	6	2.9
Infrastructure Canada	204	118	57.8	7	3.4

**TABLE 5 (cont'd)**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Department or Agency**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Transportation Safety Board of Canada <sup>a</sup>	202	67	33.2	3	1.5	11	5.4	18	8.9	
Office of the Registrar of the Supreme Court of Canada	183	123	67.2	10	5.5	19	10.4	14	7.7	
Canadian Human Rights Commission	169	107	63.3	7	4.1	25	14.8	24	14.2	
Office of the Secretary to the Governor General	153	92	60.1	1	0.7	12	7.8	11	7.2	
Offices of the Information and Privacy Commissioners	149	104	69.8	3	2.0	14	9.4	9	6.0	
Office of the Commissioner of Official Languages	142	99	69.7	7	4.9	13	9.2	5	3.5	
Canadian Environmental Assessment Agency	137	80	58.4	9	6.6	2	1.5	12	8.8	
Canada Industrial Relations Board	88	61	69.3	2	2.3	9	10.2	3	3.4	
Status of Women Canada	73	66	90.4	2	2.7	8	11.0	11	15.1	
Canadian International Trade Tribunal	61	38	62.3	0	0.0	2	3.3	4	6.6	
Office of the Commissioner for Federal Judicial Affairs	61	38	62.3	1	1.6	2	3.3	3	4.9	
Canadian Dairy Commission	59	37	62.7	3	5.1	1	1.7	4	6.8	
Patented Medicine Prices Review Board Canada	47	31	66.0	0	0.0	1	2.1	4	8.5	
Canadian Forces Grievance Board	37	25	67.6	0	0.0	2	5.4	2	5.4	
International Joint Commission	27	11	40.7	0	0.0	2	7.4	0	0.0	
Hazardous Materials Information Review Commission Canada	25	14	56.0	0	0.0	1	4.0	5	20.0	
Office of the Registrar of Lobbyists	22	12	54.5	2	9.1	0	0.0	1	4.5	
Public Service Staffing Tribunal	22	19	86.4	1	4.5	1	4.5	1	4.5	



TABLE 5 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency***FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Department or Agency	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
#	#	%	#	%	#
Canadian Intergovernmental Conference Secretariat	20	12	60.0	0	0.0
Canadian Human Rights Tribunal	19	12	63.2	0	0.0
Military Police Complaints Commission	13	9	69.2	0	0.0
National Farm Products Council	13	8	61.5	1	7.7
Copyright Board Canada	11	6	54.5	0	0.0
NAFTA Secretariat, Canadian Section	10	6	60.0	2	20.0
Registry of the Competition Tribunal	10	6	60.0	0	0.0
Transportation Appeal Tribunal of Canada	9	7	77.8	0	0.0
Canadian Artists and Producers Professional Relations Tribunal	6	5	83.3	0	0.0
Royal Canadian Mounted Police External Review Committee	2	1	50.0	0	0.0
<b>Total</b>	<b>186,754</b>	<b>101,589</b>	<b>54.4</b>	<b>8,190</b>	<b>4.4</b>
				<b>11,001</b>	<b>5.9</b>
					<b>17,207</b>
					<b>9.2</b>

\* Civilian Staff only. Data for members of the Canadian Forces are not included because the Treasury Board is not the employer.

† Fisheries and Oceans Canada data include data for the Canadian Coast Guard.

‡ Data for the Prairies Farm Rehabilitation Administration are included.

§ Department of Justice Canada data include the Public Prosecutor Service of Canada.

§ Public Safety Canada data include the Commission for Public Complaints Against the Royal Canadian Mounted Police.

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 6**  
**Distribution of Public Service of Canada Employees by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
Newfoundland and Labrador	3,251	1,426	43.9	#	%
Prince Edward Island	1,879	1,188	63.2	158	4.9
Nova Scotia	9,343	3,911	41.9	41	2.2
New Brunswick	6,273	3,454	55.1	346	3.7
Quebec (without the NCR*)	21,435	11,264	52.5	193	3.1
NCR* (Quebec)	22,054	12,951	58.7	1,051	4.8
NCR*	79,148	45,157	57.1	2,640	3.3
Ontario (without the NCR*)	23,969	13,310	55.5	1,030	4.3
NCR* (Ontario)	57,094	32,206	56.4	1,589	2.8
Manitoba	7,204	4,044	56.1	901	12.5
Saskatchewan	4,791	2,662	55.6	646	13.5
Alberta	9,890	5,593	56.6	726	7.3
British Columbia	17,015	8,381	49.3	882	5.2
Yukon	315	189	60.0	56	17.8
Northwest Territories	636	375	59.0	140	22.0
Nunavut	191	110	57.6	58	30.4
Outside Canada	1,414	525	37.1	17	1.2
<b>Total</b>	<b>186,754</b>	<b>101,589</b>	<b>54.4</b>	<b>8,190</b>	<b>4.4</b>
				<b>11,001</b>	<b>5.9</b>
					<b>17,207</b>
					<b>9.2</b>

\* NCR stands for National Capital Region.

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.





TABLE 7

**Distribution of Public Service of Canada Employees by Designated Group and Salary Band**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2008*

Salary Band	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
\$	#	CUM %	#	%	CUM %
=< 19,999	81	0.0	21	25.9	0.0
20,000 - 24,999	0	0.0	0	0.0	0.0
25,000 - 29,999	11	0.0	9	81.8	0.0
30,000 - 34,999	1,307	0.7	878	67.2	0.9
35,000 - 39,999	7,346	4.7	4,546	61.9	5.4
40,000 - 44,999	23,085	17.0	16,751	72.6	21.9
45,000 - 49,999	22,451	29.1	14,968	66.7	36.6
50,000 - 54,999	22,464	41.1	13,777	61.3	50.2
55,000 - 59,999	21,411	52.6	11,263	52.6	61.2
60,000 - 64,999	15,929	61.1	7,803	49.0	68.9
65,000 - 69,999	13,879	68.5	6,504	46.9	75.3
70,000 - 74,999	16,149	77.2	7,375	45.7	82.6
75,000 - 79,999	7,211	81.0	3,577	49.6	86.1
80,000 - 84,999	8,407	85.5	3,517	41.8	89.6
85,000 - 89,999	7,975	89.8	3,294	41.3	92.8
90,000 - 94,999	4,171	92.0	1,850	44.4	94.6
95,000 - 99,999	5,801	95.1	2,013	34.7	96.6
>= 100,000	9,076	100.0	3,443	37.9	100.0
<b>Total</b>	<b>186,754</b>	<b>100.0</b>	<b>101,589</b>	<b>54.4</b>	<b>100.0</b>
			<b>8,190</b>	<b>4.4</b>	<b>100.0</b>
				<b>11,001</b>	<b>5.9</b>
					<b>100.0</b>
					<b>17,207</b>
					<b>9.2</b>
					<b>100.0</b>

**Notes**

Each figure in the “CUM %” column represents the cumulative total percentage of each designated group in the Public Service workforce (all employees, women, Aboriginal peoples, persons with disabilities, and persons in a visible minority group) in the identified salary band or lower.

Other percentages are a designated group's share of each salary band (rows).

For example, in the “CUM %” column one finds that 36.6 percent of all women (or 37,173) earned less than \$50,000 in fiscal year 2007–2008. The figure in the column to the left (66.7 percent) represents the percentage of women in this salary band, that is, the \$45,000–\$49,999 range.

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 8**  
**Hirings into the Public Service of Canada by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2007, to March 31, 2008*

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%
Newfoundland and Labrador	257	174	67.7	16	6.2
Prince Edward Island	132	69	52.3	1	0.8
Nova Scotia	809	358	44.3	36	4.4
New Brunswick	570	366	64.2	12	2.1
Quebec (without the NCR*)	1,946	1,084	55.7	18	0.9
NCR* (Quebec)	2,448	1,418	57.9	73	3.0
NCR*	8,795	5,213	59.3	178	2.0
Ontario (without the NCR*)	2,354	1,297	55.1	68	2.9
NCR* (Ontario)	6,347	3,795	59.8	105	1.7
Manitoba	858	522	60.8	92	10.7
Saskatchewan	670	412	61.5	81	12.1
Alberta	1,483	945	63.7	74	5.0
British Columbia	1,812	987	54.5	73	4.0
Yukon	39	29	74.4	2	5.1
Northwest Territories	84	49	58.3	12	14.3
Nunavut	47	32	68.1	8	17.0
Outside Canada	27	2	7.4	0	0.0
<b>Total</b>	<b>19,883</b>	<b>11,539</b>	<b>58.0</b>	<b>671</b>	<b>3.4</b>
				<b>497</b>	<b>2.5</b>
					<b>1,824</b>
					<b>9.2</b>

\* NCR stands for National Capital Region.

**Notes**

"Hirings" refers to employees who were added to the federal public service payroll between April 1, 2007 and March 31, 2008.  
 (See the definition of "Hirings" under "Terminology" in Appendix 1.)

Percentages are a designated group's share of the total for each region of work.

**TABLE 9**

**Hirings into the Public Service of Canada by Designated Group and Occupational Category**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2007, to March 31, 2008*

Occupational Category	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Persons in a Visible Minority Group		
	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%
Executive	109	49	45.0	2	1.8	3	2.8	10	9.2						
Scientific and Professional	2,740	1,490	54.4	64	2.3	44	1.6	347	12.7						
Administrative and Foreign Service	7,158	4,010	56.0	229	3.2	185	2.6	666	9.3						
Technical	1,445	578	40.0	43	3.0	29	2.0	104	7.2						
Administrative Support	6,227	4,751	76.3	220	3.5	161	2.6	593	9.5						
Operational	2,204	661	30.0	113	5.1	75	3.4	104	4.7						
<b>Total</b>	<b>19,883</b>	<b>11,539</b>	<b>58.0</b>	<b>671</b>	<b>3.4</b>	<b>497</b>	<b>2.5</b>	<b>1,824</b>	<b>9.2</b>						

**Note**

“Hirings” refers to employees who were added to the federal public service payroll between April 1, 2007, and March 31, 2008.  
(See the definition of “Hirings” under “Terminology” in Appendix 1.)

Percentages are a designated group’s share of the total for each occupational category.

**TABLE 10**  
**Hirings into the Public Service of Canada by Designated Group and Type of Employment**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2007, to March 31, 2008*

Type of Employment	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%
Indeterminate	10,304	5,760	55.9	322	3.1
Term (three months or more)	9,391	5,691	60.6	332	3.5
Seasonal	188	88	46.8	17	9.0
<b>Total</b>	<b>19,883</b>	<b>11,539</b>	<b>58.0</b>	<b>671</b>	<b>3.4</b>
				<b>497</b>	<b>2.5</b>
					<b>1,824</b>
					<b>9.2</b>

**Note**

“Hirings” refers to employees who were added to the federal public service payroll between April 1, 2007, and March 31, 2008.  
 (See the definition of “Hirings” under “Terminology” in Appendix 1.)

Percentages are a designated group’s share of the total for each type of employment.

TABLE 11

**Promotions within the Public Service of Canada by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2007, to March 31, 2008*

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%
Newfoundland and Labrador	313	175	55.9	14	4.5
Prince Edward Island	299	221	73.9	4	1.3
Nova Scotia	1,228	563	45.8	43	3.5
New Brunswick	755	496	65.7	19	2.5
Quebec (without the NCR*)	1,924	1,129	58.7	24	1.2
NCR* (Quebec)	3,622	2,338	64.5	202	5.6
NCR*	13,484	8,591	63.7	489	3.6
Ontario (without the NCR*)	2,193	1,400	63.8	108	4.9
NCR* (Ontario)	9,862	6,253	63.4	287	2.9
Manitoba	816	504	61.8	82	10.0
Saskatchewan	489	298	60.9	64	13.1
Alberta	1,222	787	64.4	91	7.4
British Columbia	1,864	1,017	54.6	97	5.2
Yukon	22	16	72.7	0	0.0
Northwest Territories	104	60	57.7	22	21.2
Nunavut	25	16	64.0	4	16.0
Outside Canada	153	66	43.1	2	1.3
<b>Total</b>	<b>24,891</b>	<b>15,339</b>	<b>61.6</b>	<b>1,063</b>	<b>4.3</b>
				<b>1,327</b>	<b>5.3</b>
					<b>2,627</b>
					<b>10.6</b>

\* NCR stands for National Capital Region.

**Notes**

Data on promotions are obtained from the Public Service Commission of Canada and include information from departments and agencies that fall under both the FAA, schedule I and IV, and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of federal public service employees in that region of work.  
(See the definition of "Promotions" under "Terminology" in Appendix 1.)

**TABLE 12**  
**Promotions within the Public Service of Canada by Designated Group and Occupational Category**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2007, to March 31, 2008*

Occupational Category	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Executive	950	434	45.7	30	3.2
Scientific and Professional	3,830	1,941	50.7	87	2.3
Administrative and Foreign Service	14,356	10,078	70.2	686	4.8
Technical	1,774	738	41.6	66	3.7
Administrative Support	2,288	1,894	82.8	116	5.1
Operational	1,693	254	15.0	78	4.6
<b>Total</b>	<b>24,891</b>	<b>15,339</b>	<b>61.6</b>	<b>1,063</b>	<b>4.3</b>
				<b>1,327</b>	<b>5.3</b>
					<b>2,627</b>
					<b>10.6</b>

**Notes**

Data on promotions are obtained from the Public Service Commission of Canada and include information from departments and agencies that fall under both the FAA, schedules I and IV, and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of federal public service employees in that occupational category.  
(See the definition of "Promotions" under "Terminology" in Appendix 1.)

TABLE 13

**Promotions within the Public Service of Canada by Designated Group and Type of Employment**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
**April 1, 2007, to March 31, 2008**

Type of Employment	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%
Indeterminate	23,404	14,629	62.5	1,010	4.3
Term (three months or more)	1,353	659	48.7	45	3.3
Seasonal	134	51	38.1	8	6.0
<b>Total</b>	<b>24,891</b>	<b>15,339</b>	<b>61.6</b>	<b>1,063</b>	<b>4.3</b>
				<b>1,327</b>	<b>5.3</b>
					<b>2,627</b>
					<b>10.6</b>

**Notes**

Data on promotions are obtained from the Public Service Commission of Canada and include information from departments and agencies that fall under both the FAA, schedules I and IV, and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of federal public service employees in that type of employment.  
(See the definition of "Promotions" under "Terminology" in Appendix 1.)

**TABLE 14**  
**Separations from the Public Service of Canada by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
**April 1, 2007, to March 31, 2008**

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%
Newfoundland and Labrador	235	100	42.6	11	4.7
Prince Edward Island	100	56	56.0	2	2.0
Nova Scotia	677	271	40.0	29	4.3
New Brunswick	392	179	45.7	11	2.8
Quebec (without the NCR*)	1,550	772	49.8	32	2.1
NCR* (Quebec)	1,330	729	54.8	54	4.1
NCR*	4,922	2,650	53.8	146	3.0
Ontario (without the NCR*)	1,752	931	53.1	63	3.6
NCR* (Ontario)	3,592	1,921	53.5	92	2.6
Manitoba	529	285	53.9	78	14.7
Saskatchewan	433	213	49.2	33	7.6
Alberta	891	522	58.6	62	7.0
British Columbia	1,263	631	50.0	64	5.1
Yukon	31	22	71.0	3	9.7
Northwest Territories	56	31	55.4	5	8.9
Nunavut	19	8	42.1	3	15.8
Outside Canada	67	16	23.9	0	0.0
<b>Total</b>	<b>12,917</b>	<b>6,687</b>	<b>51.8</b>	<b>542</b>	<b>4.2</b>
				<b>863</b>	<b>6.7</b>
					<b>882</b>
					<b>6.8</b>

\* NCR stands for National Capital Region.

**Note**

"Separations" refers to employees who have left the federal public service payroll between April 1, 2007 and March 31, 2008.  
 (See the definition of "Separations" under "Terminology" in Appendix 1.)

TABLE 15

**Separations from the Public Service of Canada by Designated Group and Occupational Category**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2007, to March 31, 2008*

Occupational Category	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group		
	#	#	%	#	%	#	%	#	%	#	%
Executive	409	155	37.9	15	3.7	36	8.8	14	3.4		
Scientific and Professional	1,744	735	42.1	61	3.5	56	3.2	199	11.4		
Administrative and Foreign Service	5,372	3,096	57.6	211	3.9	441	8.2	336	6.3		
Technical	1,351	440	32.6	36	2.7	58	4.3	79	5.8		
Administrative Support	2,477	1,964	79.3	132	5.3	190	7.7	190	7.7		
Operational	1,564	297	19.0	87	5.6	82	5.2	64	4.1		
<b>Total</b>	<b>12,917</b>	<b>6,687</b>	<b>51.8</b>	<b>542</b>	<b>4.2</b>	<b>863</b>	<b>6.7</b>	<b>882</b>	<b>6.8</b>		

**Note**

"Separations" refers to employees who left the federal public service payroll between April 1, 2007, and March 31, 2008.  
 (See the definition of "Separations" under "Terminology" in Appendix 1.)

**TABLE 16**  
**Separations from the Public Service of Canada by Designated Group and Type of Employment**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2007, to March 31, 2008*

Type of Employment	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Indeterminate	9,103	4,613	50.7	391	4.3
Term (three months or more)	3,732	2,051	55.0	144	3.9
Seasonal	82	23	28.0	7	8.5
<b>Total</b>	<b>12,917</b>	<b>6,687</b>	<b>51.8</b>	<b>542</b>	<b>4.2</b>

**Note**

“Separations” refers to employees who have left the federal public service payroll between April 1, 2007, and March 31, 2008.  
 (See the definition of “Separations” under “Terminology” in Appendix 1.)



## Appendix 3 Statistical Tables—2006–2007

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**TABLE 1**  
**Representation of Designated Groups in the Public Service of Canada**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees*

Public Service Representation	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group		
	#	#	%	#	%	#	%
As at March 31, 2007	179,540	96,816	53.9	7,610	4.2	10,192	5.7
As at March 31, 2006	176,630	95,013	53.8	7,381	4.2	10,169	5.8
As at March 31, 2005	165,856	88,702	53.5	6,886	4.2	9,626	5.8
As at March 31, 2004	165,976	88,175	53.1	6,723	4.1	9,452	5.7
As at March 31, 2003	163,314	86,162	52.8	6,426	3.9	9,155	5.6
As at March 31, 2002	157,510	82,663	52.5	5,980	3.8	8,331	5.3
As at March 31, 2001	149,339	77,785	52.1	5,316	3.6	7,621	5.1
As at March 31, 2000*	(Revenue Canada excluded)	141,253	72,549	51.4	4,639	3.3	6,687
As at March 31, 1999	(Revenue Canada included)	178,340	91,856	51.5	5,124	2.9	8,137
As at March 31, 1998	179,831	90,801	50.5	4,770	2.7	6,943	3.9
As at March 31, 1997	186,378	92,281	49.5	4,551	2.4	6,227	3.3
<b>Workforce Availability</b>							
<b>2001 Census and PALS</b>							
			<b>52.2</b>		<b>2.5</b>		<b>3.6</b>
							<b>10.4</b>

\* Revenue Canada became a separate employer, the new Canada Customs and Revenue Agency, on November 1, 1999.

#### Notes

The data in this and other tables in this report cover employees identified for the purpose of employment equity in the Regulations to the *Employment Equity Act*. The estimates of workforce availability are based on information from the 2001 Census of Canada and the 2001 post-Census Participation and Activity Limitation Survey (PALS). They include only Canadian citizens in those occupations in the Canadian workforce that correspond to occupations in the federal public service.

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

TABLE 2

**Distribution of Designated Groups in the Public Service of Canada by Type of Employment and Gender**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More and, Seasonal Employees—As at March 31, 2007*

		All Employees		Gender		Indeterminate		Gender		Term >= 3 Months		Gender		Seasonal		Gender	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Federal Public Service																	
<b>Total</b>	<b>179,540</b>	<b>100.0</b>	<b>100.0</b>	<b>165,706</b>	<b>100.0</b>	<b>100.0</b>	<b>12,952</b>	<b>100.0</b>	<b>100.0</b>	<b>882</b>	<b>100.0</b>	<b>100.0</b>	<b>62.0</b>	<b>100.0</b>	<b>62.0</b>	<b>100.0</b>	<b>100.0</b>
Women	96,816	53.9	53.9	88,954	53.7	53.7	7,527	58.1	58.1	335	38.0	38.0	38.0	38.0	38.0	38.0	38.0
Men	82,724	46.1	46.1	76,752	46.3	46.3	5,425	41.9	41.9	547	62.0	62.0	62.0	62.0	62.0	62.0	62.0
Aboriginal Peoples																	
<b>Total</b>	<b>7,610</b>	<b>4.2</b>	<b>100.0</b>	<b>7,081</b>	<b>4.3</b>	<b>100.0</b>	<b>469</b>	<b>3.6</b>	<b>100.0</b>	<b>60</b>	<b>6.8</b>	<b>100.0</b>					
Women	4,660	4.8	61.2	4,313	4.8	60.9	319	4.2	68.0	28	8.4	8.4	46.7				
Men	2,950	3.6	38.8	2,768	3.6	39.1	150	2.8	32.0	32	5.9	5.9	53.3				
Persons with Disabilities																	
<b>Total</b>	<b>10,192</b>	<b>5.7</b>	<b>100.0</b>	<b>9,733</b>	<b>5.9</b>	<b>100.0</b>	<b>405</b>	<b>3.1</b>	<b>100.0</b>	<b>54</b>	<b>6.1</b>	<b>100.0</b>					
Women	5,226	5.4	51.3	5,017	5.6	51.5	193	2.6	47.7	16	4.8	4.8	29.6				
Men	4,966	6.0	48.7	4,716	6.1	48.5	212	3.9	52.3	38	6.9	6.9	70.4				
Persons in a Visible Minority Group																	
<b>Total</b>	<b>15,787</b>	<b>8.8</b>	<b>100.0</b>	<b>14,395</b>	<b>8.7</b>	<b>100.0</b>	<b>1,365</b>	<b>10.5</b>	<b>100.0</b>	<b>27</b>	<b>3.1</b>	<b>100.0</b>					
Women	8,658	8.9	54.8	7,819	8.8	54.3	822	10.9	60.2	17	5.1	5.1	63.0				
Men	7,129	8.6	45.2	6,576	8.6	45.7	543	10.0	39.8	10	1.8	1.8	37.0				

**Notes**

Shaded columns indicate the percentage representation by gender within each group of employees (e.g. 61.2 percent of Aboriginal employees are women, i.e.  $4,660 \div 7,610 \times 100$ ).

Percentages in the unshaded columns in each case show the representation of all members of the designated groups within the Public Service and their representation by gender within the Public Service (e.g. 10.0 percent of men who are term employees are members of a visible minority group, i.e.  $543 \div 5,425 \times 100$ ).

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 3**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category and Group	All Employees	Women	Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
			#	%	#	%	#	%
<b>Executive</b>	<b>4,651</b>	<b>1,880</b>	<b>40.4</b>		<b>158</b>	<b>3.4</b>	<b>270</b>	<b>5.8</b>
							<b>290</b>	<b>6.2</b>
<b>Scientific and Professional</b>								
AC Actuarial Science	6	1	16.7	0	0.0	0	0.0	1
AG Agriculture	4	0	0.0	0	0.0	1	25.0	0
AR Architecture and Town Planning	207	58	28.0	3	1.4	6	2.9	26
AU Auditing	181	63	34.8	1	0.6	5	2.8	28
BI Biological Sciences	2,018	917	45.4	37	1.8	65	3.2	267
CH Chemistry	501	224	44.7	3	0.6	10	2.0	127
DE Dentistry	16	3	18.8	0	0.0	1	6.3	0
DS Defence Scientific Service	641	118	18.4	1	0.2	10	1.6	78
ED Education	803	531	66.1	85	10.6	30	3.7	56
EN Engineering and Land Survey	2,744	438	16.0	39	1.4	93	3.4	428
ES Economics, Sociology and Statistics	6,851	3,396	49.6	159	2.3	314	4.6	946
FO Forestry	83	18	21.7	2	2.4	7	8.4	1
HR Historical Research	134	62	46.3	3	2.2	7	5.2	5
LA Law	2,813	1,488	52.9	91	3.2	137	4.9	261
LS Library Science	388	292	75.3	10	2.6	17	4.4	30
MA Mathematics	317	123	38.8	0	0.0	16	5.0	59
MD Medicine	275	106	38.5	4	1.5	14	5.1	33
MT Meteorology	530	117	22.1	3	0.6	15	2.8	47
ND Nutrition and Dietetics	51	49	96.1	4	7.8	1	2.0	1
NU Nursing	1,621	1,372	84.6	145	8.9	48	3.0	116
OP Occupational and Physical Therapy	57	40	70.2	1	1.8	0	0.0	2
PC Physical Sciences	2,362	975	41.3	54	2.3	84	3.6	247



TABLE 3 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Occupational Category and Group**

*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category and Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%
PH Pharmacy	35	25	71.4	1	2.9
PS Psychology	356	194	54.5	3	0.8
SE Scientific Research	1,824	339	18.6	9	0.5
SG Scientific Regulation	893	469	52.5	6	0.7
SW Social Work	80	52	65.0	3	3.8
UT University Teaching	257	40	15.6	1	0.4
VM Veterinary Medicine	39	24	61.5	0	0.0
<b>Total</b>	<b>26,087</b>	<b>11,534</b>	<b>44.2</b>	<b>668</b>	<b>2.6</b>
				<b>999</b>	<b>3.8</b>
					<b>3,321</b>
					<b>12.7</b>
<b>Administrative and Foreign Service</b>					
AS Administrative Services	23,817	18,155	76.2	1,053	4.4
CO Commerce	2,951	1,270	43.0	106	3.6
CS Computer Systems Administration	12,232	3,567	29.2	270	2.2
FI Financial Administration	3,532	1,916	54.2	105	3.0
FS Foreign Service	1,197	480	40.1	17	1.4
IS Information Services	3,023	2,083	68.9	104	3.4
OM Organization and Methods	138	83	60.1	3	2.2
PE Personnel Administration	3,732	2,843	76.2	180	4.8
PG Purchasing and Supply	2,691	1,458	54.2	94	3.5
PL Leadership Development Programs	187	102	54.5	16	8.6
PM Program Administration	28,394	18,227	64.2	1,562	5.5
TR Translation	1,065	753	70.7	4	0.4
WP Welfare Program	2,705	1,653	61.1	221	8.2
<b>Total</b>	<b>85,664</b>	<b>52,590</b>	<b>61.4</b>	<b>3,735</b>	<b>4.4</b>
				<b>5,186</b>	<b>6.1</b>
					<b>7,735</b>
					<b>9.0</b>

**TABLE 3 (cont'd)**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category and Group	All Employees	Women	Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
			#	%	#	%	#	%
<b>Technical</b>								
AI Air Traffic Control	12	2	16.7	0	0.0	0	0.0	0.0
AO Aircraft Operations	479	46	9.6	10	2.1	5	1.0	13
DD Drafting and Illustration	182	77	42.3	6	3.3	11	6.0	13
EG Engineering and Scientific Support	6,443	1,943	30.2	172	2.7	271	4.2	398
EL Electronics	1,039	61	5.9	22	2.1	52	5.0	54
EU Educational Support	29	28	96.6	15	51.7	0	0.0	0.0
GT General Technical	2,252	597	26.5	118	5.2	109	4.8	59
PI Primary Products Inspection	273	63	23.1	10	3.7	22	8.1	20
PY Photography	12	2	16.7	0	0.0	1	8.3	0.0
RO Radio Operations	369	85	23.0	17	4.6	13	3.5	7
SI Social Science Support	3,578	2,281	63.8	151	4.2	212	5.9	317
SO Ships' Officers	1,039	69	6.6	24	2.3	28	2.7	13
TI Technical Inspection	1,447	170	11.7	35	2.4	75	5.2	144
<b>Total</b>	<b>17,154</b>	<b>5,424</b>	<b>31.6</b>	<b>580</b>	<b>3.4</b>	<b>799</b>	<b>4.7</b>	<b>1,038</b>
<b>Administrative Support</b>								
CM Communications	36	10	27.8	0	0.0	5	13.9	4
CR Clerical and Regulatory	25,509	20,801	81.5	1,353	5.3	1,996	7.8	2,548
DA Data Processing	254	125	49.2	6	2.4	14	5.5	20
OE Office Equipment Operation	8	6	75.0	0	0.0	3	37.5	0
ST Secretarial, Stenographic, Typing	690	681	98.7	37	5.4	48	7.0	46
<b>Total</b>	<b>26,497</b>	<b>21,623</b>	<b>81.6</b>	<b>1,396</b>	<b>5.3</b>	<b>2,066</b>	<b>7.8</b>	<b>2,618</b>
								<b>9.9</b>

**TABLE 3 (cont'd)**

**Distribution of Public Service of Canada Employees by Designated Group  
According to Occupational Category and Group**

*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category and Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
#	#	%	#	%	#
<b>Operational</b>					
CX Correctional Services	6,157	1,613	26.2	618	10.0
FR Firefighters	466	13	2.8	15	3.2
GL General Labour and Trades	5,279	270	5.1	179	3.4
GS General Services	3,282	1,280	39.0	132	4.0
HP Heat, Power and Stationary Plant Operation	472	10	2.1	14	3.0
HS Hospital Services	652	394	60.4	47	7.2
LI Lightkeepers	106	11	10.4	4	3.8
PR Printing Operations	39	10	25.6	2	5.1
SC Ships' Crews	1,303	105	8.1	33	2.5
SR Ship Repair	1,731	59	3.4	29	1.7
<b>Total</b>	<b>19,487</b>	<b>3,765</b>	<b>19.3</b>	<b>1,073</b>	<b>5.5</b>
<b>TOTAL FEDERAL PUBLIC SERVICE</b>	<b>179,540</b>	<b>96,816</b>	<b>53.9</b>	<b>7,610</b>	<b>4.2</b>
					<b>5.7</b>
					<b>15,787</b>
					<b>8.8</b>

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 4**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Age Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
				#	%	#	%	#	%
<b>Executive</b>									
25-29	1	0	0.0	0	0.0	0	0.0	0	0.0
30-34	69	28	40.6	4	5.8	1	1.4	10	14.5
35-39	301	134	44.5	17	5.6	7	2.3	34	11.3
40-44	611	288	47.1	25	4.1	20	3.3	52	8.5
45-49	1,038	505	48.7	36	3.5	55	5.3	54	5.2
50-54	1,328	544	41.0	44	3.3	81	6.1	50	3.8
55-59	1,014	327	32.2	27	2.7	82	8.1	64	6.3
60-64	264	52	19.7	5	1.9	22	8.3	22	8.3
65-69	22	2	9.1	0	0.0	2	9.1	4	18.2
70+	3	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>4,651</b>	<b>1,880</b>	<b>40.4</b>	<b>158</b>	<b>3.4</b>	<b>270</b>	<b>5.8</b>	<b>290</b>	<b>6.2</b>
<b>Scientific and Professional</b>									
20-24	193	121	62.7	3	1.6	1	0.5	26	13.5
25-29	2,091	1,217	58.2	48	2.3	30	1.4	312	14.9
30-34	3,580	1,955	54.6	110	3.1	79	2.2	477	13.3
35-39	3,761	1,916	50.9	117	3.1	105	2.8	507	13.5
40-44	3,956	1,782	45.0	108	2.7	129	3.3	546	13.8
45-49	4,043	1,733	42.9	100	2.5	182	4.5	481	11.9
50-54	3,881	1,500	38.6	83	2.1	209	5.4	346	8.9
55-59	2,986	957	32.0	69	2.3	167	5.6	312	10.4
60-64	1,181	291	24.6	26	2.2	72	6.1	193	16.3
65-69	327	50	15.3	4	1.2	21	6.4	94	28.7
70+	88	12	13.6	0	0.0	4	4.5	27	30.7
<b>Total</b>	<b>26,087</b>	<b>11,534</b>	<b>44.2</b>	<b>668</b>	<b>2.6</b>	<b>999</b>	<b>3.8</b>	<b>3,321</b>	<b>12.7</b>





TABLE 4 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Occupational Category and Age Group**

*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
				#	%	#	%	#	%
<b>Administrative and Foreign Service</b>									
16-19	5	3	60.0	0	0.0	0	0.0	2	40.0
20-24	1,273	793	62.3	45	3.5	14	1.1	132	10.4
25-29	7,080	4,305	60.8	259	3.7	147	2.1	1,032	14.6
30-34	9,807	5,687	58.0	452	4.6	290	3.0	1,353	13.8
35-39	10,721	6,372	59.4	602	5.6	419	3.9	1,240	11.6
40-44	13,256	8,357	63.0	688	5.2	722	5.4	1,225	9.2
45-49	15,739	10,418	66.2	637	4.0	1,094	7.0	1,041	6.6
50-54	16,033	10,177	63.5	632	3.9	1,360	8.5	777	4.8
55-59	8,942	5,051	56.5	337	3.8	851	9.5	603	6.7
60-64	2,366	1,230	52.0	75	3.2	238	10.1	250	10.6
65-69	392	181	46.2	7	1.8	49	12.5	74	18.9
70+	50	16	32.0	1	2.0	2	4.0	6	12.0
<b>Total</b>	<b>85,664</b>	<b>52,590</b>	<b>61.4</b>	<b>3,735</b>	<b>4.4</b>	<b>5,186</b>	<b>6.1</b>	<b>7,735</b>	<b>9.0</b>
<b>Technical</b>									
16-19	11	3	27.3	0	0.0	0	0.0	0	0.0
20-24	234	106	45.3	7	3.0	2	0.9	12	5.1
25-29	1,104	569	51.5	39	3.5	27	2.4	103	9.3
30-34	1,534	678	44.2	75	4.9	41	2.7	130	8.5
35-39	1,729	715	41.4	94	5.4	49	2.8	122	7.1
40-44	2,580	872	33.8	95	3.7	95	3.7	157	6.1
45-49	3,461	1,014	29.3	103	3.0	181	5.2	167	4.8
50-54	3,517	895	25.4	95	2.7	220	6.3	136	3.9
55-59	2,113	440	20.8	55	2.6	140	6.6	128	6.1

**TABLE 4 (cont'd)**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Occupational Category and Age Group**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples		Persons with Disabilities	#	Persons in a Visible Minority Group	% #
				#	%				
60-64	696	113	16.2	15	2.2	38	5.5	59	8.5
65-69	155	18	11.6	2	1.3	5	3.2	19	12.3
70+	20	1	5.0	0	0.0	1	5.0	5	25.0
<b>Total</b>	<b>17,154</b>	<b>5,424</b>	<b>31.6</b>	<b>580</b>	<b>3.4</b>	<b>799</b>	<b>4.7</b>	<b>1,038</b>	<b>6.1</b>
<b>Administrative Support</b>									
16-19	21	16	76.2	0	0.0	0	0.0	0	0.0
20-24	805	608	75.5	38	4.7	14	1.7	76	9.4
25-29	2,326	1,729	74.3	120	5.2	70	3.0	332	14.3
30-34	2,422	1,884	77.8	143	5.9	92	3.8	311	12.8
35-39	2,801	2,280	81.4	206	7.4	168	6.0	354	12.6
40-44	3,854	3,193	82.8	238	6.2	276	7.2	356	9.2
45-49	4,835	4,126	85.3	255	5.3	419	8.7	363	7.5
50-54	4,898	4,042	82.5	217	4.4	498	10.2	340	6.9
55-59	3,231	2,663	82.4	134	4.1	375	11.6	290	9.0
60-64	1,023	848	82.9	40	3.9	119	11.6	135	13.2
65-69	226	190	84.1	4	1.8	30	13.3	49	21.7
70+	55	44	80.0	1	1.8	5	9.1	12	21.8
<b>Total</b>	<b>26,497</b>	<b>21,623</b>	<b>81.6</b>	<b>1,396</b>	<b>5.3</b>	<b>2,066</b>	<b>7.8</b>	<b>2,618</b>	<b>9.9</b>
<b>Operational</b>									
16-19	14	5	35.7	1	7.1	0	0.0	1	7.1
20-24	405	115	28.4	21	5.2	3	0.7	10	2.5
25-29	1,181	351	29.7	90	7.6	18	1.5	81	6.9
30-34	1,853	498	26.9	147	7.9	50	2.7	100	5.4
35-39	2,143	540	25.2	188	8.8	44	2.1	107	5.0



TABLE 4 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Occupational Category and Age Group**

*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Occupational Category	Age Group	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
		#	#	%	#	%
40-44	2,978	667	22.4	184	6.2	127
45-49	3,752	639	17.0	174	4.6	182
50-54	3,788	509	13.4	157	4.1	243
55-59	2,389	280	11.7	75	3.1	143
60-64	828	133	16.1	27	3.3	49
65-69	129	25	19.4	8	6.2	10
70+	27	3	11.1	1	3.7	3
<b>Total</b>	<b>19,487</b>	<b>3,765</b>	<b>19.3</b>	<b>1,073</b>	<b>5.5</b>	<b>872</b>
<b>Federal Public Service</b>						
16-19	51	27	52.9	1	2.0	0
20-24	2,910	1,743	59.9	114	3.9	34
25-29	13,783	8,171	59.3	556	4.0	292
30-34	19,265	10,730	55.7	931	4.8	553
35-39	21,456	11,957	55.7	1,224	5.7	792
40-44	27,235	15,159	55.7	1,338	4.9	1,369
45-49	32,868	18,435	56.1	1,305	4.0	2,113
50-54	33,445	17,667	52.8	1,228	3.7	2,611
55-59	20,675	9,718	47.0	697	3.4	1,758
60-64	6,358	2,667	41.9	188	3.0	538
65-69	1,251	466	37.3	25	2.0	117
70+	243	76	31.3	3	1.2	15
<b>Total</b>	<b>179,540</b>	<b>96,816</b>	<b>53.9</b>	<b>7,610</b>	<b>4.2</b>	<b>10,192</b>
					<b>5.7</b>	<b>15,787</b>
						<b>8.8</b>

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 5**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Department or Agency**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
National Defence*	22,557	8,830	39.1	556	2.5	1,272	5.6	1,214	5.4	
Human Resources and Social Development Canada	21,546	15,250	70.8	875	4.1	1,753	8.1	1,945	9.0	
Correctional Service Canada	14,490	6,441	44.5	1,049	7.2	652	4.5	778	5.4	
Public Works and Government Services Canada	11,919	6,363	53.4	290	2.4	659	5.5	998	8.4	
Canada Border Services Agency	11,777	6,199	52.6	386	3.3	773	6.6	1,326	11.3	
Fisheries and Oceans Canada†	9,481	2,950	31.1	348	3.7	467	4.9	369	3.9	
Health Canada	8,426	5,563	66.0	595	7.1	409	4.9	1,161	13.8	
Agriculture and Agri-Food Canada‡	6,461	3,057	47.3	183	2.8	272	4.2	502	7.8	
Environment Canada	6,232	2,780	44.6	167	2.7	284	4.6	689	11.1	
Statistics Canada	5,574	2,872	51.5	117	2.1	342	6.1	651	11.7	
Industry Canada	5,323	2,642	49.6	120	2.3	269	5.1	578	10.9	
Department of Justice Canada £	4,810	3,151	65.5	182	3.8	249	5.2	517	10.7	
Royal Canadian Mounted Police (Civilian Staff)	4,792	3,834	80.0	243	5.1	236	4.9	380	7.9	
Transport Canada	4,732	2,013	42.5	120	2.5	202	4.3	448	9.5	
Natural Resources Canada	4,349	1,788	41.1	116	2.7	260	6.0	439	10.1	
Foreign Affairs and International Trade Canada	4,083	2,067	50.6	87	2.1	145	3.6	410	10.0	
Indian and Northern Affairs Canada	3,963	2,483	62.7	1,252	31.6	241	6.1	261	6.6	
Citizenship and Immigration Canada	3,676	2,553	69.5	76	2.1	194	5.3	607	16.5	
Veterans Affairs Canada	3,663	2,596	70.9	113	3.1	308	8.4	290	7.9	
Canadian Heritage	2,058	1,390	67.5	91	4.4	98	4.8	198	9.6	
Passport Canada	1,839	1,284	69.8	36	2.0	59	3.2	285	15.5	
Public Health Agency of Canada	1,831	1,235	67.4	65	3.5	86	4.7	220	12.0	

TABLE 5 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Department or Agency  
FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007**

Department or Agency	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
#	#	%	#	%	#
Canadian International Development Agency	1,626	1,001	61.6	50	3.1
Library and Archives Canada	1,060	624	58.9	40	3.8
Department of Finance Canada	954	482	50.5	12	1.3
Treasury Board of Canada Secretariat	914	542	59.3	26	2.8
Public Service Commission of Canada	901	603	66.9	34	3.8
Immigration and Refugee Board	820	536	65.4	24	2.9
Public Safety Canada §	748	429	57.4	39	5.2
Privy Council Office	711	409	57.5	25	3.5
Atlantic Canada Opportunities Agency	704	405	57.5	17	2.4
Canada School of Public Service	655	448	68.4	21	3.2
Canadian Grain Commission	614	218	35.5	29	4.7
Canadian Space Agency	585	226	38.6	4	0.7
Court Administration Services	581	376	64.7	20	3.4
Canada Public Service Agency	542	375	69.2	22	4.1
Economic Development Agency of Canada for the Regions of Quebec	414	240	58.0	6	1.4
Canadian Radio-television and Telecommunications Commission	394	228	57.9	11	2.8
Western Economic Diversification Canada	382	225	58.9	19	5.0
Elections Canada	331	148	44.7	15	4.5
National Parole Board	331	266	80.4	15	4.5
Canada Firearms Centre	313	229	73.2	20	6.4
Canadian Transportation Agency	232	137	59.1	4	1.7
Office of Indian Residential Schools Resolution of Canada	229	148	64.6	34	14.8

**TABLE 5 (cont'd)**  
**Distribution of Public Service of Canada Employees by Designated Group**  
**According to Department or Agency**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Transportation Safety Board of Canada	212	70	33.0	1	0.5	12	5.7	22	10.4	
Office of the Registrar of the Supreme Court of Canada	178	116	65.2	10	5.6	9	5.1	15	8.4	
Canadian Human Rights Commission	170	111	65.3	4	2.4	24	14.1	19	11.2	
Infrastructure Canada	160	91	56.9	8	5.0	10	6.3	17	10.6	
Office of the Secretary to the Governor General	160	98	61.3	3	1.9	11	6.9	13	8.1	
Offices of the Information and Privacy Commissioners	144	98	68.1	3	2.1	15	10.4	10	6.9	
Office of the Commissioner of Official Languages	143	99	69.2	7	4.9	12	8.4	5	3.5	
Canadian Environmental Assessment Agency	138	82	59.4	8	5.8	3	2.2	12	8.7	
Canada Industrial Relations Board	91	61	67.0	3	3.3	11	12.1	4	4.4	
Status of Women Canada	73	72	98.6	2	2.7	7	9.6	12	16.4	
Canadian International Trade Tribunal	70	44	62.9	1	1.4	2	2.9	4	5.7	
Office of the Commissioner for Federal Judicial Affairs	61	40	65.6	1	1.6	2	3.3	3	4.9	
Canadian Dairy Commission	55	34	61.8	2	3.6	0	0.0	5	9.1	
Canadian Forces Grievance Board	40	28	70.0	0	0.0	1	2.5	1	2.5	
Patented Medicine Prices Review Board Canada	40	24	60.0	0	0.0	1	2.5	4	10.0	
Hazardous Materials Information Review Commission Canada	30	21	70.0	0	0.0	1	3.3	5	16.7	
International Joint Commission	28	10	35.7	0	0.0	2	7.1	1	3.6	
Canadian Intergovernmental Conference Secretariat	22	12	54.5	0	0.0	0	0.0	0	0.0	





TABLE 5 (cont'd)

**Distribution of Public Service of Canada Employees by Designated Group  
According to Department or Agency  
FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007**

Department or Agency	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Canadian Human Rights Tribunal	21	14	66.7	0	0.0
Registry of the Competition Tribunal	14	7	50.0	0	0.0
Public Service Staffing Tribunal	12	10	83.3	2	16.7
Military Police Complaints Commission	10	7	70.0	0	0.0
National Farm Products Council	10	6	60.0	0	0.0
Copyright Board Canada	9	5	55.6	0	0.0
NAFTA Secretariat, Canadian Section	9	6	66.7	1	11.1
Canadian Artists and Producers Professional Relations Tribunal	7	6	85.7	0	0.0
Transportation Appeal Tribunal of Canada	7	6	85.7	0	0.0
Royal Canadian Mounted Police External Review Committee	3	2	66.7	0	0.0
<b>Total</b>	<b>179,540</b>	<b>96,816</b>	<b>53.9</b>	<b>7,610</b>	<b>4.2</b>
					<b>10,192</b>
					<b>5.7</b>
					<b>15,787</b>
					<b>8.8</b>

\* Civilian Staff only. Data for members of the Canadian Forces are not included because the Treasury Board is not the employer.

† Fisheries and Oceans Canada data include data for the Canadian Coast Guard.

‡ Data for the Prairies Farm Rehabilitation Administration are included.

£ Department of Justice Canada data include the Public Prosecutor Service of Canada.

§ Public Safety Canada data include the Commission for Public Complaints Against the Royal Canadian Mounted Police.

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 6**  
**Distribution of Public Service of Canada Employees by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	%
Newfoundland and Labrador	3,121	1,316	42.2	142	4.5
Prince Edward Island	1,821	1,155	63.4	41	2.3
Nova Scotia	9,153	3,802	41.5	285	3.1
New Brunswick	6,029	3,236	53.7	171	2.8
Quebec (without the NCR*)	20,871	10,856	52.0	333	1.6
NCR* (Quebec)	20,983	12,330	58.8	989	4.7
NCR*	75,423	42,828	56.8	2,480	3.3
Ontario (without the NCR*)	23,297	12,879	55.3	957	4.1
NCR* (Ontario)	54,440	30,498	56.0	1,491	2.7
Manitoba	6,898	3,841	55.7	831	12.0
Saskatchewan	4,522	2,450	54.2	579	12.8
Alberta	9,437	5,230	55.4	696	7.4
British Columbia	16,404	8,019	48.9	830	5.1
Yukon	303	184	60.7	54	17.8
Northwest Territories	625	371	59.4	138	22.1
Nunavut	181	97	53.6	56	30.9
Outside Canada	1,455	552	37.9	17	1.2
<b>Total</b>	<b>179,540</b>	<b>96,816</b>	<b>53.9</b>	<b>7,610</b>	<b>4.2</b>
				<b>10,192</b>	<b>5.7</b>
					<b>15,787</b>
					<b>8.8</b>

\* NCR stands for National Capital Region.

**Note**

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 7**

**Distribution of Public Service of Canada Employees by Designated Group and Salary Band**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—As at March 31, 2007*

Salary Band	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
\$	#	%	CUM %	#	%
=< 19,999	89	0.0	25	28.1	0.0
20,000 - 24,999	0	0	0	0	0.0
25,000 - 29,999	15	0.1	13	86.7	0.0
30,000 - 34,999	1,274	0.8	857	67.3	0.9
35,000 - 39,999	7,431	4.9	4,720	63.5	5.8
40,000 - 44,999	21,030	16.6	15,432	73.4	21.7
45,000 - 49,999	23,101	29.5	15,388	66.6	37.6
50,000 - 54,999	20,975	41.2	12,696	60.5	50.7
55,000 - 59,999	20,989	52.9	10,932	52.1	62.0
60,000 - 64,999	15,222	61.3	7,410	48.7	69.7
65,000 - 69,999	13,379	68.8	6,022	45.0	75.9
70,000 - 74,999	15,810	77.6	7,019	44.4	83.2
75,000 - 79,999	6,545	81.2	3,264	49.9	86.5
80,000 - 84,999	7,730	85.5	3,200	41.4	89.8
85,000 - 89,999	7,553	89.8	3,022	40.0	93.0
90,000 - 94,999	4,257	92.1	1,829	43.0	94.8
95,000 - 99,999	5,575	95.2	1,835	32.9	96.7
>= 100,000	8,565	100.0	3,152	36.8	100.0
<b>Total</b>	<b>179,540</b>	<b>100.0</b>	<b>96,816</b>	<b>53.9</b>	<b>100.0</b>
				<b>7,610</b>	<b>4.2</b>
				<b>100.0</b>	<b>5.7</b>
				<b>10,192</b>	<b>8.8</b>
				<b>15,787</b>	<b>100.0</b>

**Notes**

Each figure in the “CUM %” column represents the cumulative total percentage of each designated group in the Public Service workforce (all employees, women, Aboriginal peoples, persons with disabilities, and persons in a visible minority group) in the identified salary band or lower.

Other percentages are a designated group's share of each salary band (rows).

For example, in the “CUM %” column one finds that 37.6 percent of all women (or 36,435) earned less than \$50,000 in fiscal year 2006–2007. The figure in the column to the left (66.6 percent) represents the percentage of women in this salary band, that is, the \$45,000–\$49,999 range.

Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with a disability and/or a person in a visible minority group.

**TABLE 8**  
**Hirings into the Public Service of Canada by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group	
	#	#	#	#	#	
		%	%	%	%	
Newfoundland and Labrador	180	103	57.2	5	2.8	10
Prince Edward Island	128	81	63.3	2	1.6	6
Nova Scotia	878	366	41.7	18	2.1	24
New Brunswick	402	227	56.5	7	1.7	11
Quebec (without the NCR*)	1,654	850	51.4	13	0.8	43
NCR* (Quebec)	1,775	997	56.2	57	3.2	33
NCR*	6,796	3,946	58.1	154	2.3	184
Ontario (without the NCR*)	1,905	1,049	55.1	64	3.4	64
NCR* (Ontario)	5,021	2,949	58.7	97	1.9	151
Manitoba	686	384	56.0	62	9.0	20
Saskatchewan	517	279	54.0	46	8.9	11
Alberta	1,013	605	59.7	55	5.4	34
British Columbia	1,372	744	54.2	65	4.7	33
Yukon	37	25	67.6	4	10.8	0
Northwest Territories	112	79	70.5	21	18.8	1
Nunavut	35	15	42.9	5	14.3	1
Outside Canada	18	3	16.7	0	0.0	0
<b>Total</b>	<b>15,733</b>	<b>8,756</b>	<b>55.7</b>	<b>521</b>	<b>3.3</b>	<b>442</b>
						<b>2.8</b>
						<b>1,362</b>
						<b>8.7</b>

\* NCR stands for National Capital Region.

**Notes**

“Hirings” refers to employees who were added to the federal public service payroll between April 1, 2006, and March 31, 2007.  
 (See the definition of “Hirings” under “Terminology” in Appendix 1.)

Percentages are a designated group’s share of the total for each region of work.

TABLE 9

**Hirings into the Public Service of Canada by Designated Group and Occupational Category**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Occupational Category	All Employees			Women			Aboriginal Peoples			Persons with Disabilities			Persons in a Visible Minority Group		
	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%
Executive	88	29	33.0	3	3.4	4	40	4.5	8	267	1.7	2.5	8	9.1	
Scientific and Professional	2,363	1,214	51.4	59	2.5	40	153	3.2	3.0	473	3.0	163	40	11.3	
Administrative and Foreign Service	5,085	2,879	56.6	163	3.2	153	27	2.6	27	87	2.0	2.6	87	9.3	
Technical	1,318	538	40.8	34	2.6	169	3.7	161	3.6	439	3.0	169	3.7	6.6	
Administrative Support	4,511	3,464	76.8	169	3.7	57	27	2.0	2.4	88	2.4	57	2.4	9.7	
Operational	2,368	632	26.7	93	3.9	521	3.3	442	3.3	1,362	2.8	521	3.3	3.7	
<b>Total</b>	<b>15,733</b>	<b>8,756</b>	<b>55.7</b>												<b>8.7</b>

**Notes**

“Hirings” refers to employees who were added to the federal public service payroll between April 1, 2006, and March 31, 2007.

(See the definition of “Hirings” under “Terminology” in Appendix 1.)

Percentages are a designated group’s share of the total for each occupational category.

**TABLE 10**  
**Hirings into the Public Service of Canada by Designated Group and Type of Employment**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Type of Employment	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	%	#	%
Indeterminate	7,411	3,927	53.0	240	3.2
Term (three months or more)	8,103	4,740	58.5	275	3.4
Seasonal	219	89	40.6	6	2.7
<b>Total</b>	<b>15,733</b>	<b>8,756</b>	<b>55.7</b>	<b>521</b>	<b>3.3</b>
				<b>442</b>	<b>2.8</b>
				<b>1,362</b>	<b>8.7</b>

**Notes**

"Hirings" refers to employees who were added to the federal public service payroll between April 1, 2006, and March 31, 2007.

(See the definition of "Hirings" under "Terminology" in Appendix 1.)

Percentages are a designated group's share of the total for each type of employment.

TABLE 11

**Promotions within the Public Service of Canada by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Newfoundland and Labrador	207	102	49.3	14	6.8
Prince Edward Island	206	154	74.8	7	3.4
Nova Scotia	751	323	43.0	29	3.9
New Brunswick	436	290	66.5	14	3.2
Quebec (without the NCR*)	1,525	857	56.2	29	1.9
NCR* (Quebec)	2,799	1,825	65.2	136	4.9
NCR*	10,058	6,467	64.3	360	3.6
Ontario (without the NCR*)	1,988	1,269	63.8	71	3.6
NCR* (Ontario)	7,259	4,642	63.9	224	3.1
Manitoba	614	369	60.1	69	11.2
Saskatchewan	371	214	57.7	40	10.8
Alberta	974	619	63.6	71	7.3
British Columbia	1,504	792	52.7	77	5.1
Yukon	36	24	66.7	5	13.9
Northwest Territories	73	45	61.6	16	21.9
Nunavut	24	17	70.8	10	41.7
Outside Canada	242	94	38.8	5	2.1
<b>Total</b>	<b>19,009</b>	<b>11,636</b>	<b>61.2</b>	<b>817</b>	<b>4.3</b>
				<b>944</b>	<b>5.0</b>
					<b>1,989</b>
					<b>10.5</b>

\* NCR stands for National Capital Region.

**Notes**

Data on promotions are obtained from the Public Service Commission of Canada and include information from departments and agencies that fall under both the FAA, schedule I and IV, and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of federal public service employees in that region of work.  
(See the definition of "Promotions" under "Terminology" in Appendix 1.)

**TABLE 12**  
**Promotions within the Public Service of Canada by Designated Group and Occupational Category**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Occupational Category	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Executive	856	410	47.9	25	2.9
Scientific and Professional	2,966	1,517	51.1	85	2.9
Administrative and Foreign Service	10,593	7,316	69.1	507	4.8
Technical	1,499	635	42.4	63	4.2
Administrative Support	1,897	1,553	81.9	83	4.4
Operational	1,198	205	17.1	54	4.5
<b>Total</b>	<b>19,009</b>	<b>11,636</b>	<b>61.2</b>	<b>817</b>	<b>4.3</b>
				<b>944</b>	<b>5.0</b>
					<b>1,989</b>
					<b>10.5</b>

**Notes**

Data on promotions are obtained from the Public Service Commission of Canada and include information from departments and agencies that fall under both the FAA, schedules I and IV, and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of federal public service employees in that occupational category.  
(See the definition of "Promotions" under "Terminology" in Appendix 1.)

TABLE 13

**Promotions within the Public Service of Canada by Designated Group and Type of Employment**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Type of Employment	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
	%	%	%	%	%
Indeterminate	18,070	11,113	61.5	773	4.3
Term (three months or more)	871	497	57.1	40	4.6
Seasonal	68	26	38.2	4	5.9
<b>Total</b>	<b>19,009</b>	<b>11,636</b>	<b>61.2</b>	<b>817</b>	<b>4.3</b>
			<b>944</b>	<b>5.0</b>	<b>1,989</b>
					<b>10.5</b>

**Notes**

Data on promotions are obtained from the Public Service Commission of Canada and include information from departments and agencies that fall under both the FAA, schedules I and IV, and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of federal public service employees in that type of employment.  
(See the definition of "Promotions" under "Terminology" in Appendix 1.)

**TABLE 14**  
**Separations from the Public Service of Canada by Designated Group and Region of Work**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Region of Work	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Newfoundland and Labrador	205	76	37.1	8	3.9
Prince Edward Island	99	49	49.5	0	0.0
Nova Scotia	640	278	43.4	23	3.6
New Brunswick	428	225	52.6	15	3.5
Quebec (without the NCR*)	1,772	874	49.3	22	1.2
NCR* (Quebec)	1,526	796	52.2	36	2.4
NCR*	4,726	2,525	53.4	106	2.2
Ontario (without the NCR*)	2,587	1,560	60.3	89	3.4
NCR* (Ontario)	3,200	1,729	54.0	70	2.2
Manitoba	563	315	56.0	70	12.4
Saskatchewan	400	192	48.0	45	11.3
Alberta	967	554	57.3	81	8.4
British Columbia	1,226	638	52.0	61	5.0
Yukon	17	12	70.6	2	11.8
Northwest Territories	63	37	58.7	11	17.5
Nunavut	23	15	65.2	8	34.8
Outside Canada	69	9	13.0	0	0.0
<b>Total</b>	<b>13,785</b>	<b>7,359</b>	<b>53.4</b>	<b>541</b>	<b>3.9</b>
				<b>961</b>	<b>7.0</b>
					<b>985</b>
					<b>7.1</b>

\* NCR stands for National Capital Region.

**Note**

"Separations" refers to employees who have left the federal public service payroll between April 1, 2006, and March 31, 2007.  
 (See the definition of "Separations" under "Terminology" in Appendix 1.)

**TABLE 15**

**Separations from the Public Service of Canada by Designated Group and Occupational Category**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees – April 1, 2006, to March 31, 2007*

Occupational Category	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Executive	402	129	32.1	8	2.0
Scientific and Professional	1,595	709	44.5	60	3.8
Administrative and Foreign Service	5,760	3,368	58.5	203	3.5
Technical	1,254	420	33.5	34	2.7
Administrative Support	3,203	2,477	77.3	148	4.6
Operational	1,571	256	16.3	88	5.6
<b>Total</b>	<b>13,785</b>	<b>7,359</b>	<b>53.4</b>	<b>541</b>	<b>3.9</b>
			<b>961</b>	<b>7.0</b>	<b>985</b>
					<b>7.1</b>

**Note**

"Separations" refers to employees who left the federal public service payroll between April 1, 2006, and March 31, 2007.  
 (See the definition of "Separations" under "Terminology" in Appendix 1.)



**TABLE 16**  
**Separations from the Public Service of Canada by Designated Group and Type of Employment**  
*FAA, schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees—*  
*April 1, 2006, to March 31, 2007*

Type of Employment	All Employees	Women	Aboriginal Peoples	Persons with Disabilities	Persons in a Visible Minority Group
	#	#	#	#	#
		%	%	%	%
Indeterminate	9,133	4,720	51.7	344	3.8
Term (three months or more)	4,566	2,606	57.1	193	4.2
Seasonal	86	33	38.4	4	4.7
<b>Total</b>	<b>13,785</b>	<b>7,359</b>	<b>53.4</b>	<b>541</b>	<b>3.9</b>
				<b>961</b>	<b>7.0</b>
					<b>985</b>
					<b>7.1</b>

**Note**

“Separations” refers to employees who have left the federal public service payroll between April 1, 2006 and March 31, 2007.  
 (See the definition of “Separations” under “Terminology” in Appendix 1.)