

Employment Equity in the Public Service

Annual Report 1995-96

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**Speaker of
the Senate**

Dear Mr. Speaker:

Pursuant to section 11 of the *Financial Administration Act*, I have the honour of submitting to Parliament, through your good offices, the Annual Report on Employment Equity in the Public Service for 1995-96.

Sincerely,

A handwritten signature in dark ink, reading "Marcel Massé", with a long horizontal flourish underneath.

Marcel Massé

President of the Treasury Board

March 1997

**Speaker of the
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Foreword

I am pleased to table the 1995-96 Annual Report on Employment Equity in the Public Service, in accordance with the provisions of the *Financial Administration Act*. This report sets out the steps the government took during the last fiscal year to promote employment equity in the Public Service.

In 1983, the Treasury Board approved its Employment Equity Program to ensure that the Public Service makes the fullest possible use of the talents of all Canadians. The Program consists of various measures to attain equitable representation in the Public Service of the four designated groups: Aboriginal peoples, persons with disabilities, members of visible minorities and women.

In the decade since its creation, the Program has moved tangibly closer to several of its goals. The government is beginning to benefit from the various measures adopted and the increased dynamism of a more diversified workforce. Once the integration of designated groups is achieved, we will have a representative Public Service that serves Canadians more effectively.

The fiscal year 1995-96 was characterized by continuing budgetary constraints and low recruitment levels. Yet, due to the success of many of the programs and initiatives outlined in this report, employment equity moved forward on several fronts and stayed the course on others. But without a doubt, the most important achievement of the year was the passage of the new *Employment Equity Act*. This Act not only consolidates the legislative framework for employment equity but, more significantly, stipulates that an independent body, the Canadian Human Rights Commission, will ensure compliance with the legislation.

As we embark on the process of renewing the Public Service, we need more than ever to draw on the abilities of all Canadians. I firmly believe that employment equity reflects the vision and values of a revitalized Public Service. The success of employment equity depends on the understanding and cooperation of each person in the Public Service and in society at large. I ask, therefore, for your continued support in this regard.

For the purposes of the *Employment Equity Act* and related regulations, the designated groups are women, Aboriginal peoples, persons with disabilities and members of visible minorities.

In the federal Public Service, the following definitions are used for collecting information on the minority designated groups:

A person with a disability (i) has a long-term or recurring condition or health problem which limits the kind or amount of work he/she can do in the workplace; **OR** (ii) feels that he/she may be perceived as limited in the kind or amount of work which he/she can do because of a physical, mental, sensory, psychiatric or learning impairment.

An Aboriginal person is a North American Indian or a member of a First Nation, a Métis or Inuit. North American Indians or members of a First Nation include status, treaty or registered Indians, as well as non-status and non-registered Indians.

A person in a visible minority in Canada is someone (other than an Aboriginal person as defined above) who is non-white in colour/race, regardless of place of birth.

Introduction

This fourth Annual Report on Employment Equity in the Public Service highlights employment equity activities during the period April 1, 1995 to March 31, 1996. The report consists of three chapters.

Chapter I presents the policies and programs that the Treasury Board of Canada, Secretariat has put in place to improve the equitable representation and distribution of members of the designated groups in the Public Service.

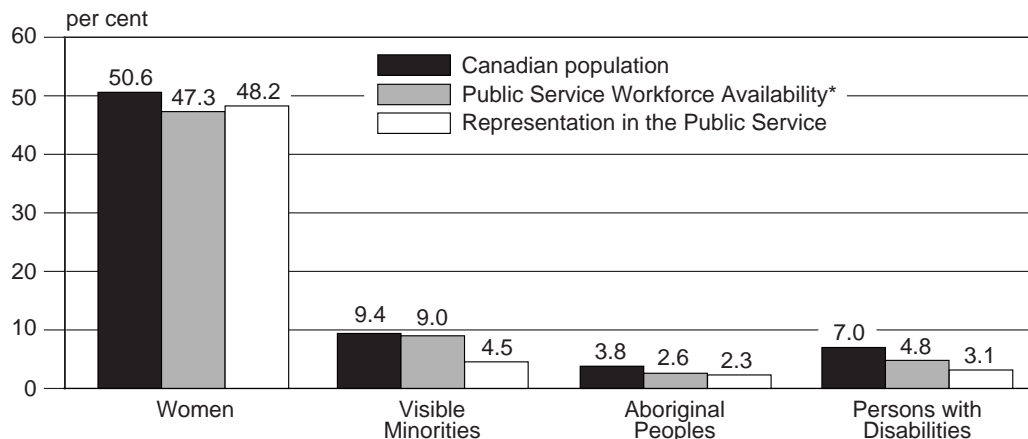
Chapter II describes steps taken by federal institutions to implement employment equity.

Chapter III analyzes the statistics in the Appendix on the representation and distribution of members of the designated groups in the Public Service.

The organizational structure of the Government of Canada at April 1, 1995 is used in this report. Changes made since that date will be reflected in the next annual report.

The ultimate objective of the Employment Equity Program is to ensure that the employees of the federal Public Service are reflective of the inherent diversity in Canadian society, specifically the workforce availability of the four designated groups: women, Aboriginal peoples, persons in a visible minority and persons with disabilities.

Representation of Designated Groups



The 1991 Census data show that the Canadian population totalled 27,296,855 persons. Figures for the designated groups were as follows: women (13,656,370); members of visible minorities (2,525,480); Aboriginal peoples (1,016,340) and persons with disabilities (1,285,220).

*See also Technical Notes and Table 1.

Chapter I

Central Agency Initiatives

This chapter summarizes the activities and initiatives undertaken by the Treasury Board Secretariat to bring about greater employment equity in the Public Service. These activities have enabled the government to make progress toward its goals and to demonstrate the strength of its commitment to employment equity.

Underpinnings of the program

The *Employment Equity Act*

When the government tabled the *Employment Equity Act* in December 1994, it met its election promise to bring the Public Service and its federally-regulated commissions, agencies and employers under a single legislative framework. The Act received royal assent on December 15, 1995 and should come into force in the fall of 1996. It states that employers subject to the legislation have to comply with all the provisions of the Act within 12 months of its coming into force.

The new legislation will not significantly change the role and responsibilities of the Treasury Board as the employer of the Public Service. Under the new *Employment Equity Act*, the Public Service must continue to:

- eliminate barriers to the employment and advancement of members of the designated groups;
- establish policies and practices supporting the equitable representation and distribution of members of the designated groups in the Public Service;
- prepare plans, including setting numerical goals and timetables, to help departments address underrepresentation.

The President of the Treasury Board will report to Parliament annually on the status of employment equity in the Public Service.

Departments will continue to develop their employment equity plans and report to the Treasury Board Secretariat on their progress. The Canadian Human Rights Commission will ensure that employers comply with the provisions of the new legislation.

To ensure the legislation is implemented effectively, the Treasury Board Secretariat worked closely with Human Resources Development Canada and the Canadian Human Rights Commission to develop draft regulations that will clarify certain requirements. Once these regulations are ready, the Secretariat will consult with departments and agencies to ensure the provisions are clearly understood and to accurately assess their impact. Furthermore, the Secretariat will consult the unions to establish mechanisms supporting implementation of the Act.

Strategic framework for advancing employment equity in the Public Service

In the context of the new *Employment Equity Act's* coming into force, the Treasury Board Secretariat started work on a new strategic framework. This document will articulate the government's vision in this area and set a direction for the federal Employment Equity Program in the coming years. The framework will take into account the new *Employment Equity Act* and current and future government priorities.

Accountability framework for employment equity

In preparing for the coming into force of the new employment equity legislation, an accountability framework was also developed to provide performance indicators by which departments and agencies can measure and report on their progress. Six departments are participating in a pilot project to test the framework, including Veterans Affairs Canada, Fisheries and Oceans, National Defence, Environment Canada, Department of Justice Canada and Natural Resources Canada. This framework is expected to be implemented across the Public Service in 1997.

Implementation of the program

Numerical goals

Numerical goals are not quotas. Their achievement is not mandatory. However, departments and agencies must make every effort to attain them while respecting the merit principle. Numerical goals help in assessing progress in recruitment and promotion.

Numerical goals are used to measure the government's progress toward achieving a representative workforce. The *Employment Equity Act* also requires that employers set numerical goals for hiring and promoting members of the designated groups. Reaching numerical goals is only one way of measuring employment equity progress, however.

In 1995-96, an employment equity progress monitoring system was developed to provide information on representation, recruitment, and promotion of members of the designated groups. This system includes two reports: the first provides statistics for the Public Service as a whole, and the second for each department and agency. Both reports compare results on recruitment and promotion measures against the numerical employment equity goals the Treasury Board Secretariat set for the departments and agencies for which the Treasury Board is the employer.

Self-identification

Under the *Privacy Act*, self-identification is currently the only means of counting Aboriginal peoples, persons with disabilities and members of visible minorities for the purpose of employment equity. Information identifying employees as members of the designated groups is confidential.

Since the government relies on self-identification, statistics on the composition of the federal workforce may not coincide exactly with the actual representation of members of the designated groups in the Public Service. The Treasury Board Secretariat is addressing this issue in consultation with the unions.

An interdepartmental working group has been set up to refine the definition of designated groups and the administrative framework for using the employment equity data. The Treasury Board Secretariat is consulting with the unions on these issues, too.

In addition, the questionnaire on self-identification has been revised for use throughout the Public Service. Departments can, however, adapt it to suit their particular needs. The Treasury Board Secretariat is also preparing a brochure to explain self-identification. The brochure can be used as a stand-alone document or with the self-identification questionnaire.

Special Measures Initiatives Program

The Special Measures Initiatives Program is an important part of the government's Employment Equity Program, aimed at expediting the achievement of employment equity. In effect until March 31, 1998, this program offers federal institutions financial, technical and other support to help them attain their employment equity objectives.

In 1995-96, the number of proposals from departments and agencies increased over the previous year. One hundred and thirteen proposals from 40 departments were submitted for financing to the Special Measures Innovation Fund. The Fund provided \$11.24 million to these projects on a cost-sharing basis. Departments and agencies contributed an additional \$6.27 million as their share. The approved projects cover a wide range of activities that will contribute to improving recruitment, retention and career development for members of the designated groups, as well as promoting organizational cultural change.

In support of the Special Measures Initiatives Program, various marketing tools were prepared, including brochures and best-practice publications. These documents were distributed to managers and employees at information sessions and via the Internet.

The Technology Centre of the Public Service Commission of Canada, funded by the Special Measures Initiatives Program, lends technical devices to employees with disabilities. In 1995-96, this centre made 170 loans and conducted 30 worksite assessments. In addition, it shared the costs with departments of providing attendant care, job coaching and tutoring, and of producing material in alternative formats. The Centre also provided practical advice on disseminating information for employees with disabilities via the Internet.

Results are encouraging, too, in terms of training, career development and recruitment. A total of 1,140 consultation and career planning sessions were offered to members of the designated groups aspiring to become senior managers. One hundred and twenty members of designated groups were involved in the competitions for entry into the Executive Category and in career development assignments. Thirty simulation sessions were offered to prepare members of the designated groups for senior management selection boards. Finally, one hundred and eighty-five people were assigned to term and indeterminate positions.

The Special Measures Initiatives Program will be evaluated starting in the fall of 1996.

Study on exit interviews

Exit interviews help employers to better understand the reasons why employees leave an organization and to take any necessary corrective measures. To identify patterns and reasons for leaving that are specific to members of the designated groups, the Treasury Board Secretariat commissioned a study of the exit interview process for members of these groups. An exit interview kit was also developed for use by departments and agencies.

Mentoring program

The Treasury Board Secretariat developed a guide entitled *Guidelines for the Development of a Mentoring Program* to help departments put in place appropriate mentoring programs for members of the designated groups. This long-awaited guide is now available to departments.

Employment equity orientation course

The Treasury Board Secretariat developed a course to create greater understanding of the key concepts of the federal Employment Equity Program. A pilot course received positive feedback. This course is now ready to be delivered to employment equity coordinators and human resource professionals across the Public Service.

Research on status of women

The Treasury Board Secretariat carried out two studies on issues related to women in the Public Service. One study examined additional disadvantages certain women may experience because they belong to more than one designated group, e.g. Aboriginal women, women who are members of a visible minority, or women with a disability. The second study focused on women in non-traditional occupations.

Resolution of complaints

The Canadian Human Rights Commission received complaints of employment discrimination in departments for which the Treasury Board is the employer. In 1990, the Assembly of Manitoba Chiefs lodged complaints of systemic discrimination in 29 departments and agencies. The Assembly cited underrepresentation and perceived imbalances in the distribution of Aboriginal employees in federal institutions. The Canadian Human Rights Commission investigated the complaints. Some were found to be unsubstantiated and others were settled through negotiated agreements.

Another complaint was lodged by the National Capital Alliance on Race Relations, claiming members of a visible minority are underrepresented in the Executive Category at Health Canada. This complaint is currently before a human rights tribunal.

Consultations, information sharing and awareness building

Consultations with unions

The Employment Equity Committee of the National Joint Council of the Public Service of Canada has been the forum for national consultations with bargaining agents on matters relating to employment equity. These consultations have dealt with such issues as self-identification, numerical goals, the new *Employment Equity Act* and accountability mechanisms.

Regional visits

The Treasury Board Secretariat continued to visit regional offices of the federal government to assist departments in achieving their employment equity objectives. Through these visits, the Secretariat was able not only to provide relevant information, but also to gain greater understanding of regional perspectives. Regional managers had the opportunity to exchange views on various issues related to the Employment Equity Program such as its implementation during a time of downsizing.

Consultation committees

The Consultation Group on Employment Equity for Women released its third report, entitled *Looking to the Future: Challenging the Cultural and Attitudinal Barriers to Women in the Public Service*. It concludes that, despite progress, women still face cultural and attitudinal barriers. The Treasury Board Secretariat encouraged departments and agencies to disseminate this report within their organization and to consider the issues it raised when developing their employment equity plan.

The Interdepartmental Committee on Employment Equity continues to be a valuable source of information. This committee is made up of employment equity coordinators and specialists from departments and central agencies. The members met regularly to provide advice on the government's major employment equity initiatives and to share best practices.

Employment Equity Awards

In 1988, the Treasury Board Secretariat created the Employment Equity Awards to recognize departments that contributed significantly to advancing employment equity. In light of the new legislation, the Treasury Board Secretariat has chosen to wait until federal institutions have acquired more experience with the new regime before resuming the granting of Employment Equity Awards.

Chapter II

Departmental Experience

Under the *Financial Administration Act*, departments and agencies prepare employment equity plans and report to the Treasury Board Secretariat on their progress. This chapter highlights major initiatives outlined in the departmental employment equity plans for 1995-96.

Promoting diversity

All departments ensured that employees received information on employment equity, using such methods as departmental newsletters, information sessions, awareness training, posters, audio-visual materials, brochures and electronic mail.

Canadian Heritage, for example, held a conference on women's issues for employees from across the country. This conference gave participants a chance to deepen their understanding of the realities women face in the Public Service.

Human Resources Development Canada organized cross-cultural awareness seminars for about 200 Aboriginal participants and set up employment equity advisory committees in each region. Veterans Affairs Canada produced a video showcasing the cultural contributions of the department's Aboriginal employees.

Revenue Canada established guidelines for customs officers on communicating with travellers with disabilities. Health Canada published an article on employment equity in each issue of its departmental newsletter.

Most departments participated in special events promoting employment equity, including Black History Month, International Women's Day, International Day for the Elimination of Racial Discrimination, Aboriginal Awareness Week and Integration of Persons with Disabilities Week.

Recruitment

At a time of low recruitment, many departments focused on outreach activities to advertise job opportunities in the Public Service and thereby to attract qualified Canadians.

For example, Public Works and Government Services Canada held an interdepartmental Aboriginal career symposium in which more than 60 departments and 3,000 Aboriginal students participated. The department also held a number of information sessions in Aboriginal communities and participated in Aboriginal trade shows. Agriculture and Agri-Food Canada continued its work with Aboriginal communities and organizations to promote the advancement of Aboriginal peoples in scientific, technical and professional fields.

At Statistics Canada, a working group on recruitment gave presentations on job opportunities in the areas of statistics, computer science, and mathematics at universities known to have a large number of Aboriginal students.

Industry Canada collaborated with the Assembly of First Nations to connect 400 First Nations schools to SchoolNet, a Canadian school computer network. The department also exhibited the works of Aboriginal artists at a trade fair in Germany. Aboriginal entrepreneurs, members of the trade mission, were able to explore the foreign market potential for their fine arts and craft products.

To ensure that recruitment interviews were free of bias, several departments and agencies required that selection boards include at least one member of a designated group. One department put in place a program of sensitization to the Aboriginal culture to help job interviewers. Canadian Heritage invited the mayor of Pangnirtung in the Northwest Territories to sit on a selection board. It also hired an Aboriginal person to manage the department's northern and native broadcasting file.

The Aboriginal Masters Program at Indian and Northern Affairs Canada recruits highly motivated Aboriginal people with advanced and Executive potential. The department sponsors their developmental assignments over a two-year period. In 1995, the recruitment program was very successful as four Aboriginal people who had participated were appointed to indeterminate positions at the middle manager level.

To facilitate access to competitions for persons with disabilities, the Canadian Human Rights Commission ensures that all its competition notices are available in a format usable by persons with a hearing or visual impairment. This includes using TTY, large print, diskettes and audio cassettes.

Training and career development

Members of designated groups were able to participate in training and career development programs with the help of special funds and interdepartmental partnerships. These programs helped them find out more about their own abilities and interests and identify career possibilities. In its land management service, Agriculture and Agri-Food Canada set up a special fund for training Aboriginal persons in rangeland monitoring. The Department of Justice Canada continues to offer training positions to expose Aboriginal law students to the practice of law in the government.

Consultations

The role of consultation committees is particularly important as it allows employment equity policies and programs to be adapted to the needs of the clients they serve. Some departments have put in place a consultation committee for each designated group, while others bring together representatives of all the designated groups on a single committee. In all cases, these committees were consulted by senior managers on the

development of departmental employment equity plans. For example, at the Canadian International Development Agency, members of a visible minority and Aboriginal employees prepared a joint plan outlining recruitment, mobility, training, awareness and follow-up activities for the next three years. At Canadian Heritage, each consultation committee receives an annual budget to carry out its mandate.

Accommodation and accessibility

According to Treasury Board policy, federal facilities and services must be accessible to persons with disabilities. Departments continued to modify their facilities to meet the needs of persons with disabilities. For example, Agriculture and Agri-Food Canada installed ramps, more handrails and automatic door openers at its head office, and reserved more parking spaces for visitors and employees with disabilities. The department also painted stairs with colour contrasts and installed audible and tactile signalling in its elevators to enhance accessibility to persons with disabilities.

When reasonable accommodations were possible, employees with disabilities were provided with aids to assist them in their work. These accommodations included technical aids, attendant care, reader services and sign interpretation. All documents were provided in alternative formats to employees who requested them.

Balancing work and family

Departments and agencies encourage managers to help employees balance their work and family responsibilities. To this end, Environment Canada set up workplace day-care centres and supported flexible working hours in several of its offices.

Self-identification

Departments and agencies continued to promote self-identification. Numerous information sessions were given, and promotional materials such as posters, brochures, and sets of questions and answers for employees on the objectives of self-identification were developed. Departments continued to include the self-identification questionnaire in letters of offer. Some departments, including Veterans Affairs Canada, Statistics Canada and the Atlantic Canada Opportunities Agency, conducted employee surveys or began the preparation work for such surveys.

Accountability

Managers are increasingly aware of the importance of being accountable for their performance on employment equity. In some departments, they are actively involved in preparing the employment equity plans. In others, such as Environment Canada, managers are evaluated on their employment equity results, or they sign performance contracts with their superiors, as is the case at Health Canada.

Chapter III

The Numbers

The data in this report cover the fiscal year April 1, 1995 to March 31, 1996. Technical notes that describe this report's statistical base start on page 24. They include an explanation of the federal workforce, which comprises indeterminate employees, employees hired for a term of three months or more, and seasonal employees. The following comments highlight the data of the Appendix.

Women

Women represented 48.2% of the Public Service workforce, up from 47.4% on March 31, 1995.

Women comprised 21.3% of the Executive group, up from 19.1% on March 31, 1995.

One in 10 female employees was also a member of another designated group, the same proportion as a year earlier.

Women made up over 60% of all persons hired into the Public Service.

Seven out of 10 women hired into the Public Service entered the Administrative Support Category, compared to approximately 5 in 10 for all employees. This situation is similar to that of a year ago.

Women received more than half of all promotions, as was the case last year.

Aboriginal peoples

Aboriginal peoples comprised 2.3% of the Public Service workforce, up marginally from 2.2% on March 31, 1995.

Aboriginal peoples represented 3.2% of all persons hired into the Public Service, up from 2.6% in the preceding fiscal year.

Most Aboriginal peoples entered the Administrative Support Category (50%), up from 48% a year earlier.

One in six Aboriginal persons was hired as an indeterminate employee.

Persons with disabilities

Persons with disabilities comprised 3.1% of the Public Service workforce, compared to 3.2% on March 31, 1995.

One in four persons with disabilities was hired as an indeterminate employee.

Almost two-thirds of persons with disabilities hired into the Public Service entered the Administrative Support Category, as was the case last year.

Persons in a visible minority group

Persons in a visible minority comprised 4.5% of the Public Service workforce, up from 4.1% on March 31, 1995.

Slightly less than a quarter of all persons in a visible minority were in the Scientific and Professional Category.

Of all those hired, 3.4% were persons in a visible minority, up from 2.9% in the preceding year.

One in six persons in a visible minority was hired as an indeterminate employee.

More than half of all new employees in a visible minority entered the Administrative Support Category (55.6%), while 22.8% entered the Administrative and Foreign Service Category.

Table 1 shows the representation levels of the designated groups in the Public Service of Canada. On March 31, 1996, these levels were 48.2% for women, 2.3% for Aboriginal peoples, 3.1% for persons with disabilities, and 4.5% for persons in a visible minority group. These data are shown in graphical form in figures 1 and 2, along with a historical overview (1987-96) on the evolution of each designated group.

Table 1 also provides data on the workforce availability of members of the designated groups (see Technical Notes).

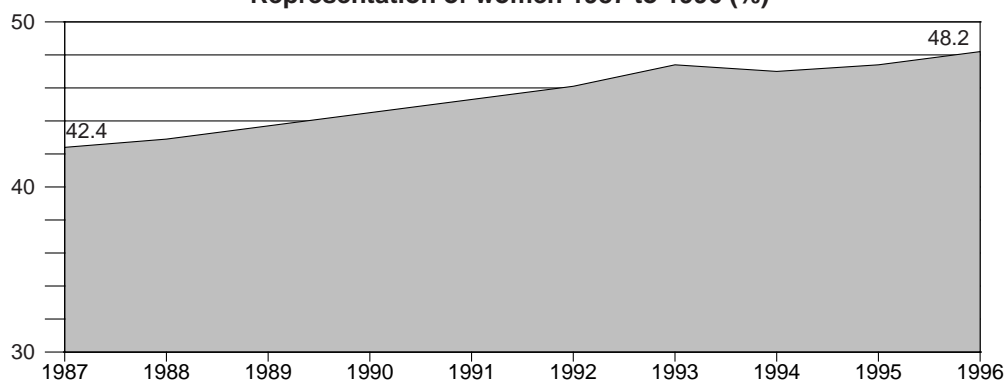
- The representation of women was slightly higher in the Public Service (48.2%) than their workforce availability (47.3%).
- At 2.3%, the representation of Aboriginal peoples was slightly lower than their workforce availability of 2.6%.
- Representation of persons with disabilities (3.1%) was almost two-thirds of their workforce availability (4.8%).
- Representation of persons in a visible minority group in the Public Service was half their availability in the workforce (4.5% versus 9.0%).

Overall representation

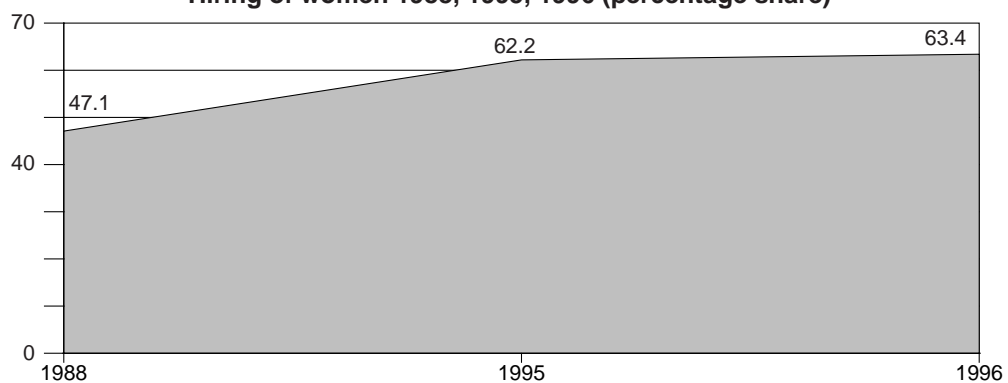
Despite downsizing in the Public Service, the representation of three of the four designated groups increased slightly. The only decrease, for persons with disabilities, was very slight – from 3.2% last year to 3.1% on March 31, 1996. This decrease can be attributed in part to the departure incentive programs.

Figure 1
Women in the Public Service

Representation of women 1987 to 1996 (%)



Hiring of women 1988, 1995, 1996 (percentage share)



Promotion of women 1988, 1995, 1996 (percentage share)

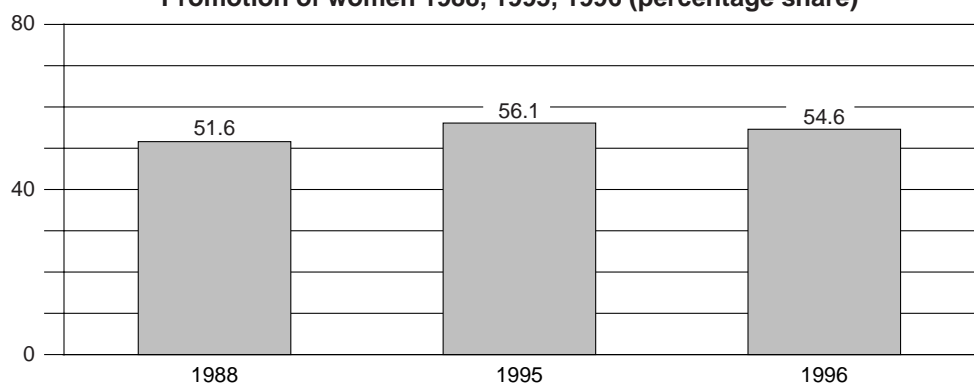
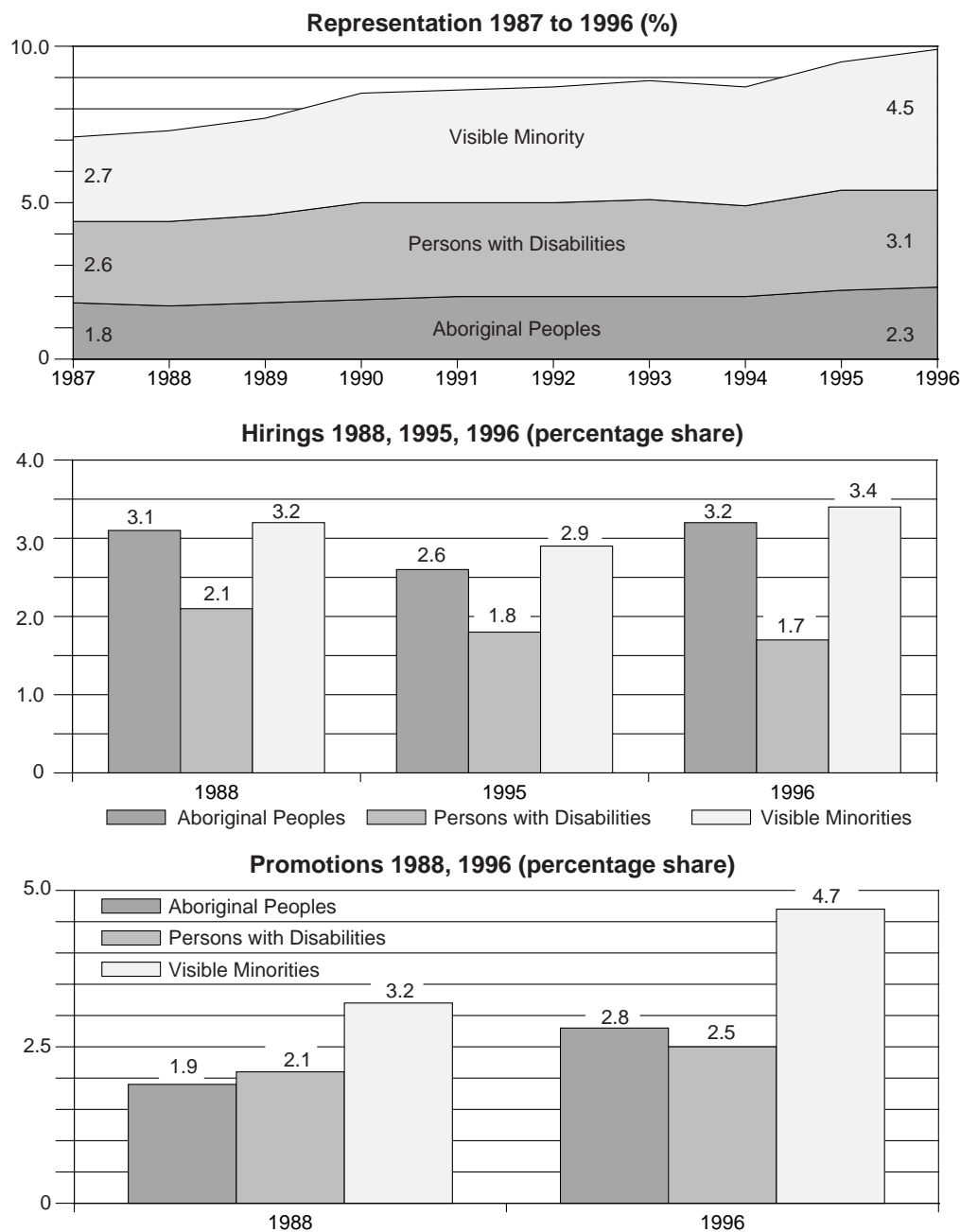


Figure 2
Minority Designated Groups in the Public Service



Representation by gender

Table 2 presents the distribution of Public Service employees by gender on March 31, 1996.

Although the representation of women increased slightly during the 1995-96 fiscal period, just over half of all employees in the Public Service were men (51.8%).

The proportion of women in one of the three other designated groups increased slightly too. On March 31, 1996, women comprised 47.1% of persons in a visible minority, compared to 46.2% the previous year. Women with disabilities represented 44.8% of persons with disabilities, compared with 44% a year earlier. Aboriginal women represented 58.2% of Aboriginal employees, compared with 57.8% the previous year.

A total of 10.1% of women were also members of another designated group. The breakdown by designated group is as follows: 4.4% of women in the Public Service were members of a visible minority group, 2.9% were persons with disabilities and 2.8% were Aboriginal women.

Distribution by type of employment

Compared to the previous year, there was no significant change in the proportion of employees in designated groups who were indeterminate. On March 31, 1996, roughly 9 out of 10 employees in the four designated groups were indeterminate: 85.0% for both women and Aboriginal peoples, 91.8% for persons with disabilities and 89.2% for persons in a visible minority. For the Public Service as a whole, the percentage of indeterminate employees was 88.6%.

On March 31, 1996, close to two-thirds of the 21,554 term employees in the federal Public Service were women, the same proportion as a year earlier. Seven out of 10 term employees were members of the designated groups, almost the same proportion as a year earlier, even though there were some 1,500 fewer term employees.

Distribution by occupational category

Despite a 9% decrease in the number of employees in the Executive Category since March 1995, the proportion of women in this category continued to rise. Table 3 shows that, on March 31, 1996, women represented 21.3% of the Executive Category, up from 19.1% a year earlier. This pattern of increase has held for 10 years now.

Over the past two fiscal years, the proportion of women also increased in four of the other five occupational categories; it was unchanged in the Operational Category.

Representation of the other designated groups in the Executive Category remained stable. On March 31, 1996, 1.6% of senior managers were Aboriginal employees, 2.1% were persons with disabilities, and 2.3% were persons in a visible minority.

Representation was also stable in the other occupational categories. The most significant change was an increase of half a percentage point for visible minorities in the Scientific and Professional Category.

Distribution by age

As shown in Table 4, the proportion of women in the Public Service who were 45 years or older rose again this year to 32.5% from 31.1% on March 31, 1995 and 28.8% two years ago. Similarly, the proportion of men aged 45 years or older rose to 45.6% from 44.8% last year and from 42.0% two years ago. This general ageing of the Public Service workforce is attributable, in large part, to the low recruitment of young employees.

Table 4 also reveals that almost 40% of senior managers younger than 45 are women, an increase of 0.4 percent from a year ago and 0.7 percent from the 1993-94 fiscal year. The designated group with the largest percent of young people is Aboriginal peoples, where slightly more than 70% of employees were younger than 45. For persons with disabilities, the proportion was 52.9%, while 54.1% of persons from a visible minority were younger than 45; both of these proportions are almost unchanged from the previous year.

In the Scientific and Professional Category, 58.0% of employees in a visible minority were 45 or older, compared to 44% for other employees in this occupational category.

Distribution by department and agency

Table 5 shows that representation within departments and agencies continues to vary widely. Among the large departments (those with 3,000 or more employees), four were made up of at least 60% women: the RCMP (the Public Service component), Human Resources Development Canada, Veterans Affairs Canada, and Health Canada.

Departments that had relatively fewer women in their workforce also tended to be those that had the highest proportion of jobs considered to be in “non-traditional” areas, such as engineering, natural sciences, and computer science. This was the case at Fisheries and Oceans and Transport Canada, where the representation of women was 24.8% and 26.4% respectively.

Nearly two-thirds of Aboriginal employees in the Public Service worked in six departments: Human Resources Development Canada, Indian and Northern Affairs Canada, National Defence, Revenue Canada, Health Canada, and Correctional Service Canada.

Representation of Aboriginal peoples was the highest at Indian and Northern Affairs Canada, at 21.0%. This was nearly three times higher than the proportion in the next highest department, Health Canada.

In absolute numbers, Indian and Northern Affairs Canada also had the most Aboriginal employees (658), followed closely by Human Resources Development Canada, with 651.

Among the 29 departments with at least 500 employees, only 3 had a percentage of Aboriginal employees lower than 1%. Last year, there were 7 such departments.

The Canadian Human Rights Commission again employed the highest proportion of persons with disabilities (9.3%). Among the large departments, the Public Service component of the RCMP employed the highest percentage of

persons with disabilities (5.8%). Human Resources Development Canada, with 5.6% and the largest number of persons with disabilities (1,313), was close behind.

The five largest departments – Revenue Canada, National Defence, Human Resources Development Canada, Transport Canada and Public Works and Government Services Canada – employed 56.1% of all Public Service employees who were members of a visible minority. With 2,284 employees in a visible minority – more than twice the number in any other department or agency – Revenue Canada employed a quarter of all persons in a visible minority in the federal Public Service.

At the Immigration and Refugee Board, 15.9% of employees were in a visible minority, the highest percentage of any department or agency with more than 100 employees. Citizenship and Immigration Canada led the large departments at 8.2%.

Distribution by region of employment

Data in Table 6 show that more than 64,000 employees, or just under one-third of the Public Service workforce, worked in the National Capital Region (NCR). The data also show that 34.1% of women, 24.7% of Aboriginal peoples, 35.0% of persons with disabilities and 32.5% of persons in a visible minority employed in the Public Service worked in the NCR. The regional distribution of employees in the designated groups has not changed significantly from last year.

Excluding the NCR, the province of Ontario continued to have the largest number of employees in each of the four designated groups. Quebec had the second greatest number of women and persons with disabilities, while British Columbia had the second greatest number of Aboriginal peoples and persons in a visible minority.

The percentage of women in the Public Service workforce ranged from a high of 54.1% in Prince Edward Island to a low of 34.9% in Nova Scotia. Men were still a significant majority in the workforce working outside Canada. Only 33.0% of employees abroad were women; this figure decreased slightly from a year ago.

The Northwest Territories and the Yukon, at 15.9% and 11.7% respectively, continued to have the highest representation of Aboriginal peoples. More than a quarter of all Aboriginal employees worked in Alberta, Saskatchewan or Manitoba. Another quarter worked in the NCR.

The representation of persons with disabilities was the highest in Prince Edward Island (5.3%), followed by the Quebec portion of the NCR (4.2%). The regional distribution of persons with disabilities remained virtually unchanged with employees abroad (1.3%) and in the Yukon (1.9%) being at the low end of the scale.

Persons in a visible minority comprised 7.8% of all Public Service employees in British Columbia and 7.3% in Ontario outside the NCR. At the other end of the scale, less than 1% of federal government employees in Newfoundland and in New Brunswick were from a visible minority.

Distribution by salary

A higher percentage of women earned more than \$50,000 this year. As Table 7 shows, 11.6% of all women in the Public Service earned at least \$50,000 per year, an increase of 1.3 percentage points over the previous year. This compares to 36.2% of all men, up 4.0 percentage points from the previous fiscal year.

With 11.7% and 20.2% respectively, the population of Aboriginal peoples and persons with disabilities earning more than \$50,000 per year also increased compared to last year.

On the other hand, the proportion of employees belonging to a visible minority who earned at least \$50,000 per year fell slightly to 26.9%. This relatively high proportion is largely due to the strong representation of the visible minority group in the Scientific and Professional Category.

Hirings

Tables 8 to 10 show the number of people added to the Public Service workforce between April 1, 1995 and March 31, 1996 (see Technical Notes). Almost two-thirds of the 13,572 people hired were women, the same as in the previous fiscal year. Similarly, more than half of all hirings (53.3%) occurred in the Administrative Support Category, with 84.5% being women, slightly higher than the proportion a year earlier.

Among the hirings in 1995-96, 3.4% were persons from a visible minority, 3.2% were Aboriginal peoples, and 1.7% were persons with disabilities.

Most people hired into the Public Service were given term employment; only 13.5% of all new hirings were for indeterminate employment. More than 80% of new hirings among women, Aboriginal peoples, and persons in a visible minority were for term employment. Almost a quarter of all hirings involving persons with disabilities was for indeterminate employment.

Excluding the NCR, Quebec hired the greatest number of women and was only slightly behind Newfoundland in terms of the proportion of women hired. Prince Edward Island hired the highest proportion of persons with disabilities, while Ontario hired the greatest number of people in a visible minority. The Yukon and the Northwest Territories hired the greatest proportion of Aboriginal peoples, one in five in the Yukon and one in six in the Northwest Territories.

Promotions

Tables 11 to 13 provide information on promotions. More than half (54.6%) of employees promoted in 1995-96 were women. This was down slightly from the 56.1% recorded in 1994-95, but a little higher than the level of representation of women in the Public Service workforce as a whole, which was 48.2%.

The proportion of promotions among Aboriginal peoples (2.8%) and persons in a visible minority (4.7%) was also higher than the proportion of these employees in the Public Service (2.3% and 4.5% respectively). By contrast, persons with disabilities had a slightly lower share of promotions (2.6%) than their internal availability (3.1%).

For the Public Service as a whole, 82.9% of promotions in 1995-96 went to indeterminate employees, up slightly from 80.2% a year earlier. The proportion of term employees who received promotions continued to be highest for Aboriginal peoples (20.3%).

For all four designated groups, the highest number of promotions occurred in the Administrative and Foreign Service Category, followed by the Administrative Support Category. These two occupational categories accounted for 80.7% of all promotions of women and 84.5% of persons with disabilities. Promotions in these two occupational categories accounted for only 64.5% and 64.2% respectively of promotions of Aboriginal peoples and persons in a visible minority. However, a quarter of all promotions among persons in a visible minority involved movements to or within the Scientific and Professional Category.

Separations

Tables 14 to 16 present information on separations, including employees whose appointment for a term or specified period ended.

During 1995-96, the total number of separations from the Public Service increased by 35% over the previous year. This significant increase was due to downsizing and restructuring of the Public Service.

Six out of 10 separations involved members of the designated groups. Women accounted for 52.7% of separations, Aboriginal peoples 2.7%, persons in a visible minority 3.0%, and persons with disabilities 3.6%. In 1994-95, the corresponding figures were 56.1%, 2.3%, 2.8%, and 2.7% respectively.

A higher proportion of persons with disabilities responded to the Early Retirement Incentive (ERI) and the Early Departure Incentive (EDI) programs. Employees in this designated group tend to be older or to be concentrated in the departments most affected by downsizing. Thus, 7 out of 10 who left the Public Service did so under the ERI or EDI program, compared to 6 out of 10 for the Public Service as a whole.

Conclusion

What progress was made during fiscal year 1995-96 with respect to employment equity in the Public Service? One can conclude that major achievements were realized this year in this area.

At a time when the government is reducing its workforce, the proportion of employees from three of the four designated groups rose slightly. This sustained progress during fiscal year 1995-96 reflects the diligence of the federal government in implementing innovative programs and promoting an organizational culture conducive to diversity.

Next year, following the coming into force of the *Employment Equity Act*, the Employment Equity Program will focus on implementing the legislation, including accountability and monitoring systems. Planned activities include developing a management framework that will define the roles and responsibilities of the various

parties and that will include, among other things, planning and accountability tools for federal departments and agencies. In addition, the Treasury Board Secretariat will begin working closely with the Canadian Human Rights Commission and will consult with managers and unions. Other priorities for the next fiscal year will include evaluating the Special Measures Initiatives Program, and getting underway projects specifically related to the members of the four designated groups.

The next fiscal year will surely bring new challenges for the Public Service with the implementation of the *Employment Equity Act*. By building on what has been achieved to date, the government is well positioned to address these challenges successfully and to facilitate a smooth transition to the new regime.

Appendix

Statistics

Technical notes

This appendix presents statistical profiles of the designated groups in the federal Public Service as of March 31, 1996. It includes summary data on women, Aboriginal peoples, persons in a visible minority, and persons with disabilities, as well as statistics on hirings, promotions, and separations of members of these groups.

Public Service

The Treasury Board of Canada is the employer for the population comprising the Public Service as set out in the *Public Service Staff Relations Act*, Schedule I, Part I. Most of its employees are appointed according to the merit principle under the *Public Service Employment Act*, which is administered by the Public Service Commission of Canada.

As of March 31, 1996, the Public Service had 207,977 employees, a decrease of 17,642 or 7.8% from March 31, 1995. They were distributed as follows:

Indeterminate, terms of three months or more, and seasonal	201,009
Terms of less than three months	2,550
Casual employees	4,418
Total	207,977

Report coverage

This report contains information on indeterminate employees, term employees of three months or more, and seasonal employees. Because of the rapid turnover of students and casual employees, no information is reported on them. Also excluded in this report are Governor-in-Council appointees, ministerial staff, federal judges, and deputy ministers, all of whom are also part of the Public Service workforce.

As required under the *Financial Administration Act*, this annual report to Parliament presents information for the fiscal year beginning April 1, 1995 and ending March 31, 1996. This is the fourth in a series of reports on employment equity in the Public Service. Previous annual reports covered the fiscal periods April 1, 1992 to March 31, 1993, April 1, 1993 to March 31, 1994, and April 1, 1994 to March 31, 1995.

Names of departments and agencies

Under the *Public Service Staff Relations Act*, Schedule I, Part I, the federal Public Service comprises more than 60 departments, agencies and commissions (listed in Table 5) for which the Treasury Board is the employer.

As part of government initiatives announced in June and November 1993 and implemented over the 1993-94 and 1994-95 fiscal years, 6 new federal departments were created, largely through the reorganization of 14 others. A summary of these changes in departmental structure is included in the notes accompanying Table 5. When employee records have not yet been converted to reflect the new departmental structure, the department or agency appears under its previous name.

Employee population and full-time equivalents

This report provides information on Public Service employees (as defined earlier) as of March 31, 1996.

The number of employees does not correspond to the number of full-time equivalents. For example, two part-time employees who each work half the normal hours of work comprise one full-time equivalent. Information on employment equity does not account for full-time equivalents.

Term employees (specified period of employment)

The *Financial Administration Act* was amended in June 1993 to change the definition of “employee” to include persons hired for a specified period of at least three months. Prior to that, a term employee for reporting purposes was an employee hired for six months or more. Term employees fall into two categories:

- short-term employees appointed for fewer than three months; and
- long-term employees appointed for three months or more.

Since short-term employees are not required to self-identify, the statistics in this report include only long-term employees. However, during the course of their employment in the Public Service, some people who are initially hired as short-term employees become long-term employees but do not self-identify. Situations like this may give rise to a slight under reporting of the representation of designated groups. For this reason, departments and agencies should ask new employees to participate in the self-identification process.

Data on people in the designated groups

The source of data in the statistical appendix is the Incumbent File, which contains information on all employees for whom the Treasury Board is the employer, in accordance with the *Public Service Staff Relations Act*, Schedule I, Part I. Data in the Incumbent File are derived monthly from the pay system of Public Works and Government Services Canada. Data on movements into and out of the Public Service come from the Mobility File, a subset of the Incumbent File. Data on promotions come from the Appointments File administered by the Public Service Commission of Canada.

All tabulations, other than those for women, contain data obtained through self-identification, the process by which people identify themselves as being from one of the other three designated groups. These data are generated from the Employment Equity Data Bank maintained by the Treasury Board of Canada, Secretariat.

The completeness and accuracy of employment equity data for the federal Public Service depend on employees being willing to self-identify and on employers giving them the opportunity to do so. Employees are given this opportunity when they first begin working and during departmental self-identification surveys or campaigns. And, at any time, they may simply fill in a self-identification form, available from employment equity coordinators in their department.

Terminology used in this report

“Hirings” refers to the number of employees (indeterminate, terms of three months or more, and seasonal) added to the Public Service workforce during the fiscal year the report covers. It is a measure of the flow of employees into the Public Service and may include more than one action for term employees.

“Promotions” refers to the number of appointments of employees to positions at higher maximum levels of pay, either within the same occupational group or subgroup, or in another group or subgroup, during the fiscal year covered by the report.

“Separations” refers to the number of employees (indeterminate, terms of three months or more, and seasonal) removed from the Public Service payroll during the fiscal year covered by the report. It is a measure of the flow of persons out of the Public Service and may include more than one action for term employees. Separations include people who retired or resigned, or those whose specified period of employment ended. People on leave without pay are excluded from the population counts derived from the pay-driven Incumbent File; however, they are included as separations when they leave the Public Service.

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

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

“Casual employees” refers to people hired by a department or agency for a specified period of no more than 90 days during the fiscal year. Casual employees are excluded from the employee totals for employment equity purposes.

“Workforce availability” refers to the distribution of people in the designated groups as a percentage of the total Canadian workforce. For the purposes of the federal Public Service, workforce availability is based only on those occupations in the Canadian workforce that correspond to the occupational groups in the Public Service.

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Table 1**Representation of the Designated Groups in the Public Service***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Public Service Representation									
As of March 31, 1996	201,009	96,794	48.2	4,665	2.3	6,291	3.1	8,981	4.5
As of March 31, 1995	217,784	103,191	47.4	4,783	2.2	6,935	3.2	8,914	4.1
As of March 31, 1994	224,640	105,621	47.0	4,492	2.0	6,623	2.9	8,566	3.8
As of March 31, 1993	221,114	102,015	46.1	4,441	2.0	6,755	3.1	8,462	3.8
Workforce Availability									
1991 Census			47.3		2.6		4.8		9.0

Note: The data in this and other tables in this report cover employees defined for employment equity purposes in the *Financial Administration Act*. The workforce availability estimates are based on information from the 1991 Census of Canada and the post-census Health and Activity Limitation Survey. They include only those occupations in the Canadian workforce that correspond to the occupational groups in the Public Service. New information on workforce availability will be obtained from the census held in May 1996.

Table 2

**Representation of the Designated Groups in the Public Service
by Type of Employment and Gender**

(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)

As of March 31, 1996

	All Employees			Type of Employment								
			Gender	Indeterminate			Term ≥ 3 Months			Seasonal		
	#	%	%	#	%	%	#	%	%	#	%	%
Public Service												
Total	201,009		100.0	178,072		100.0	21,554		100.0	1,383		100.0
Women	96,794		48.2	82,323		46.2	14,070		65.3	401		29.0
Men	104,215		51.8	95,749		53.8	7,484		34.7	982		71.0
Aboriginal Peoples												
Total	4,665	2.3	100.0	3,966	2.2	100.0	641	3.0	100.0	58	4.2	100.0
Women	2,717	2.8	58.2	2,275	2.8	57.4	430	3.1	67.1	12	3.0	20.7
Men	1,948	1.9	41.8	1,691	1.8	42.6	211	2.8	32.9	46	4.7	79.3
Persons with Disabilities												
Total	6,291	3.1	100.0	5,775	3.2	100.0	493	2.3	100.0	23	1.7	100.0
Women	2,821	2.9	44.8	2,537	3.1	43.9	277	2.0	56.2	7	1.7	30.4
Men	3,470	3.3	55.2	3,238	3.4	56.1	216	2.9	43.8	16	1.6	69.6
Persons in a Visible Minority												
Total	8,981	4.5	100.0	8,013	4.5	100.0	957	4.4	100.0	11	0.8	100.0
Women	4,231	4.4	47.1	3,675	4.5	45.9	553	3.9	57.8	3	0.7	27.3
Men	4,750	4.6	52.9	4,338	4.5	54.1	404	5.4	42.2	8	0.8	72.7

Note: Shaded columns indicate the percentage representation by gender within each group of employees. Other percentages are of the Public Service total for all employees, women and men respectively. Thus women in a visible minority are 4.4% of all women in the federal Public Service.

Table 3

**Distribution of Public Service Employees by Designated Group
Showing Occupational Category and Occupational Group**

(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)

As of March 31, 1996

Occupational Category and Group		All Employees		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Executive		3,399		54	1.6	71	2.1	78	2.3
Scientific and Professional									
AC	Actuarial Science	4	1	25.0	0	0.0	0	0	0.0
AG	Agricultural	252	69	27.4	1	0.4	2	13	5.2
AR	Architecture and Town Planning	265	47	17.7	6	2.3	3	30	11.3
AU	Auditing	5,173	1,233	23.8	28	0.5	69	699	13.5
BI	Biological Sciences	1,263	408	32.3	9	0.7	9	75	5.9
CH	Chemistry	508	163	32.1	2	0.4	12	74	14.6
DE	Dentistry	10	0	0.0	0	0.0	0	0	0.0
DS	Defence Scientific Service	442	41	9.3	0	0.0	4	24	5.4
ED	Education	897	463	51.6	70	7.8	21	43	4.8
EN	Engineering and Land Survey	2,564	219	8.5	14	0.5	72	329	12.8
ES	Economics, Sociology and Statistics	2,830	926	32.7	27	1.0	63	225	8.0
FO	Forestry	114	13	11.4	3	2.6	4	5	4.4
HE	Home Economics	28	28	100.0	0	0.0	1	0	0.0
HR	Historical Research	259	96	37.1	5	1.9	4	1	0.4
LA	Law	1,433	633	44.2	29	2.0	30	52	3.6
LS	Library Science	462	338	73.2	7	1.5	13	30	6.5
MA	Mathematics	256	92	35.9	0	0.0	4	35	13.7
MD	Medicine	229	55	24.0	1	0.4	8	22	9.6
MT	Meteorology	527	66	12.5	3	0.6	6	14	2.7
NU	Nursing	1,455	1,246	85.6	87	6.0	18	75	5.2
OP	Occupational and Physical Therapy	32	29	90.6	0	0.0	0	2	6.3
PC	Physical Sciences	1,399	370	26.4	16	1.1	24	76	5.4
PH	Pharmacy	31	18	58.1	0	0.0	0	3	9.7
PS	Psychology	198	76	38.4	0	0.0	5	9	4.5

Table 3 (Cont'd)

**Distribution of Public Service Employees by Designated Group
Showing Occupational Category and Occupational Group**

Occupational Category and Group		All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
			#	%	#	%	#	%	#	%
SE	Scientific Research	1,984	234	11.8	7	0.4	40	2.0	233	11.7
SG	Scientific Regulation	590	207	35.1	6	1.0	19	3.2	55	9.3
SW	Social Work	58	25	43.1	5	8.6	2	3.4	1	1.7
UT	University Teaching	146	8	5.5	1	0.7	2	1.4	14	9.6
VM	Veterinary Medicine	508	108	21.3	1	0.2	12	2.4	26	5.1
Total		23,917	7,212	30.2	328	1.4	447	1.9	2,165	9.1
Administrative and Foreign Service										
AS	Administrative Services	14,245	8,698	61.1	312	2.2	481	3.4	419	2.9
CO	Commerce	1,943	551	28.4	34	1.7	47	2.4	93	4.8
CS	Computer Systems Administration	7,555	2,109	27.9	78	1.0	241	3.2	574	7.6
FI	Financial Administration	2,538	999	39.4	50	2.0	76	3.0	222	8.7
FS	Foreign Service	1,113	299	26.9	15	1.3	16	1.4	56	5.0
IS	Information Services	1,551	944	60.9	20	1.3	36	2.3	31	2.0
MM/AT	Management/Administration Trainee	314	168	53.5	5	1.6	7	2.2	27	8.6
OM	Organization and Methods	387	178	46.0	3	0.8	19	4.9	11	2.8
PE	Personnel Administration	2,960	1,951	65.9	116	3.9	159	5.4	82	2.8
PG	Purchasing and Supply	2,151	965	44.9	39	1.8	82	3.8	88	4.1
PM	Program Administration	33,754	17,519	51.9	869	2.6	1,220	3.6	1,428	4.2
TR	Translation	865	495	57.2	3	0.3	34	3.9	17	2.0
WP	Welfare Programs	1,861	833	44.8	89	4.8	61	3.3	58	3.1
Total		71,237	35,709	50.1	1,633	2.3	2,479	3.5	3,106	4.4

Technical

AI	Air Traffic Control	2,329	159	6.8	8	0.3	12	0.5	20	0.9
AO	Aircraft Operations	557	33	5.9	2	0.4	7	1.3	6	1.1
DD	Drafting and Illustration	710	182	25.6	10	1.4	36	5.1	30	4.2
EG	Engineering and Scientific Support	6,345	1,411	22.2	83	1.3	147	2.3	221	3.5
EL	Electronics	2,301	57	2.5	20	0.9	31	1.3	57	2.5
EU	Educational Support	2	0	0.0	0	0.0	0	0.0	0	0.0
GT	General Technical	3,041	758	24.9	78	2.6	48	1.6	43	1.4
PI	Primary Products Inspection	2,106	305	14.5	28	1.3	38	1.8	53	2.5
PY	Photography	39	3	7.7	0	0.0	0	0.0	1	2.6
RO	Radio Operations	1,234	165	13.4	17	1.4	20	1.6	13	1.1
SI	Social Science Support	2,538	1,462	57.6	47	1.9	55	2.2	128	5.0
SO	Ship's Officer	1,044	47	4.5	10	1.0	8	0.8	10	1.0
TI	Technical Inspection	1,231	80	6.5	12	1.0	29	2.4	55	4.5

Total		23,477	4,662	19.9	315	1.3	431	1.8	637	2.7
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Administrative Support

CM	Communications	149	47	31.5	3	2.0	3	2.0	3	2.0
CR	Clerical and Regulatory	43,336	35,846	82.7	1,356	3.1	1,966	4.5	2,057	4.7
DA	Data Processing	2,389	1,923	80.5	36	1.5	87	3.6	138	5.8
OE	Office Equipment Operation	101	54	53.5	2	2.0	22	21.8	2	2.0
ST	Secretarial, Stenographic, Typing	7,326	7,226	98.6	162	2.2	190	2.6	290	4.0

Total		53,301	45,096	84.6	1,559	2.9	2,268	4.3	2,490	4.7
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Operational

CX	Correctional Services	4,651	830	17.8	248	5.3	54	1.2	117	2.5
FR	Firefighters	880	13	1.5	26	3.0	5	0.6	6	0.7
GL	General Labour and Trades	9,479	317	3.3	235	2.5	231	2.4	133	1.4
GS	General Services	5,286	1,657	31.3	160	3.0	212	4.0	122	2.3
HP	Heat, Power, Stationary Plant Operation	929	14	1.5	17	1.8	38	4.1	41	4.4
HS	Hospital Services	746	366	49.1	62	8.3	15	2.0	37	5.0
LI	Lightkeepers	133	0	0.0	0	0.0	1	0.8	0	0.0
PR	Printing Operations	161	81	50.3	1	0.6	6	3.7	5	3.1
SC	Ship's Crew	1,573	70	4.5	19	1.2	14	0.9	22	1.4
SR	Ship Repair	1,840	42	2.3	8	0.4	19	1.0	22	1.2

Total		25,678	3,390	13.2	776	3.0	595	2.3	505	2.0
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Total Public Service		201,009	96,794	48.2	4,665	2.3	6,291	3.1	8,981	4.5
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Table 4

**Distribution of Public Service Employees by Designated Group
Showing Occupational Category and Age**

(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)

As of March 31, 1996

Occupational Category	Age	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
			#	%	#	%	#	%	#	%
Executive	25-29	1	0	0.0	0	0.0	0	0.0	0	0.0
	30-34	10	7	70.0	0	0.0	1	10.0	0	0.0
	35-39	109	51	46.8	3	2.8	2	1.8	1	0.9
	40-44	550	208	37.8	15	2.7	11	2.0	13	2.4
	45-49	1,258	295	23.4	19	1.5	29	2.3	26	2.1
	50-54	961	125	13.0	11	1.1	17	1.8	21	2.2
	55-59	415	33	8.0	5	1.2	6	1.4	13	3.1
	60-64	83	6	7.2	1	1.2	4	4.8	4	4.8
	65-69	12	0	0.0	0	0.0	1	8.3	0	0.0
Total		3,399	725	21.3	54	1.6	71	2.1	78	2.3
Scientific and Professional	20-24	71	42	59.2	0	0.0	0	0.0	4	5.6
	25-29	1,346	689	51.2	33	2.5	14	1.0	141	10.5
	30-34	2,930	1,331	45.4	63	2.2	30	1.0	177	6.0
	35-39	4,110	1,539	37.4	55	1.3	53	1.3	278	6.8
	40-44	4,692	1,426	30.4	66	1.4	94	2.0	317	6.8
	45-49	5,058	1,183	23.4	54	1.1	97	1.9	440	8.7
	50-54	3,147	622	19.8	38	1.2	94	3.0	342	10.9
	55-59	1,741	265	15.2	18	1.0	36	2.1	295	16.9
	60-64	622	94	15.1	1	0.2	19	3.1	131	21.1
	65-69	173	19	11.0	0	0.0	8	4.6	37	21.4
	70+	27	2	7.4	0	0.0	2	7.4	3	11.1
Total		23,917	7,212	30.2	328	1.4	447	1.9	2,165	9.1



Administrative and Foreign Service

16-19	1	0	0.0	0	0.0	0	0.0	0	0.0
20-24	540	275	50.9	11	2.0	10	1.9	26	4.8
25-29	4,417	2,217	50.2	147	3.3	47	1.1	334	7.6
30-34	9,279	5,037	54.3	265	2.9	221	2.4	511	5.5
35-39	13,337	7,825	58.7	314	2.4	387	2.9	538	4.0
40-44	16,522	9,050	54.8	369	2.2	581	3.5	490	3.0
45-49	15,809	7,086	44.8	308	1.9	697	4.4	527	3.3
50-54	7,327	2,828	38.6	152	2.1	345	4.7	391	5.3
55-59	2,852	1,041	36.5	48	1.7	137	4.8	209	7.3
60-64	911	280	30.7	16	1.8	43	4.7	67	7.4
65-69	198	52	26.3	1	0.5	11	5.6	12	6.1
70+	44	18	40.9	2	4.5	0	0.0	1	2.3

Total

71,237 35,709 50.1 1,633 2.3 2,479 3.5 3,106 4.4

Technical

16-19	8	3	37.5	0	0.0	0	0.0	1	12.5
20-24	260	88	33.8	11	4.2	0	0.0	8	3.1
25-29	1,564	527	33.7	33	2.1	11	0.7	53	3.4
30-34	3,052	897	29.4	54	1.8	31	1.0	87	2.9
35-39	4,028	1,027	25.5	64	1.6	54	1.3	89	2.2
40-44	4,891	1,023	20.9	60	1.2	106	2.2	85	1.7
45-49	5,050	650	12.9	52	1.0	122	2.4	103	2.0
50-54	2,811	277	9.9	24	0.9	56	2.0	107	3.8
55-59	1,303	119	9.1	13	1.0	36	2.8	65	5.0
60-64	415	44	10.6	4	1.0	14	3.4	30	7.2
65-69	78	6	7.7	0	0.0	1	1.3	7	9.0
70+	17	1	5.9	0	0.0	0	0.0	2	11.8

Total

23,477 4,662 19.9 315 1.3 431 1.8 637 2.7

Administrative Support

16-19	28	24	85.7	1	3.6	0	0.0	1	3.6
20-24	1,108	850	76.7	53	4.8	16	1.4	43	3.9
25-29	4,727	3,774	79.8	198	4.2	108	2.3	225	4.8
30-34	7,945	6,672	84.0	317	4.0	290	3.7	338	4.3
35-39	10,946	9,430	86.2	325	3.0	446	4.1	370	3.4
40-44	10,843	9,179	84.7	296	2.7	531	4.9	459	4.2
45-49	9,251	7,842	84.8	207	2.2	436	4.7	501	5.4
50-54	4,796	4,181	87.2	103	2.1	250	5.2	305	6.4
55-59	2,580	2,242	86.9	48	1.9	127	4.9	189	7.3
60-64	895	757	84.6	9	1.0	54	6.0	52	5.8
65-69	143	114	79.7	2	1.4	8	5.6	4	2.8
70+	39	31	79.5	0	0.0	2	5.1	3	7.7

Total

53,301 45,096 84.6 1,559 2.9 2,268 4.3 2,490 4.7

Table 4 (Cont'd)

**Distribution of Public Service Employees by Designated Group
Showing Occupational Category and Age**

Occupational Category	Age	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
			#	%	#	%	#	%	#	%
Operational	16-19	13	5	38.5	0	0.0	0	0.0	0	0.0
	20-24	321	105	32.7	18	5.6	4	1.2	3	0.9
	25-29	1,316	347	26.4	83	6.3	9	0.7	38	2.9
	30-34	2,977	528	17.7	125	4.2	59	2.0	70	2.4
	35-39	4,624	604	13.1	139	3.0	96	2.1	74	1.6
	40-44	5,424	548	10.1	134	2.5	118	2.2	83	1.5
	45-49	4,780	513	10.7	110	2.3	109	2.3	103	2.2
	50-54	3,290	380	11.6	79	2.4	99	3.0	63	1.9
	55-59	2,039	253	12.4	64	3.1	63	3.1	51	2.5
	60-64	737	80	10.9	19	2.6	29	3.9	18	2.4
	65-69	125	20	16.0	4	3.2	6	4.8	2	1.6
	70+	32	7	21.9	1	3.1	3	9.4	0	0.0
Total		25,678	3,390	13.2	776	3.0	595	2.3	505	2.0
Public Service	16-19	50	32	64.0	1	2.0	0	0.0	2	4.0
	20-24	2,300	1,360	59.1	93	4.0	30	1.3	84	3.7
	25-29	13,371	7,554	56.5	494	3.7	189	1.4	791	5.9
	30-34	26,193	14,472	55.3	824	3.1	632	2.4	1,183	4.5
	35-39	37,154	20,476	55.1	900	2.4	1,038	2.8	1,350	3.6
	40-44	42,922	21,434	49.9	940	2.2	1,441	3.4	1,447	3.4
	45-49	41,206	17,569	42.6	750	1.8	1,490	3.6	1,700	4.1
	50-54	22,332	8,413	37.7	407	1.8	861	3.9	1,229	5.5
	55-59	10,930	3,953	36.2	196	1.8	405	3.7	822	7.5
	60-64	3,663	1,261	34.4	50	1.4	163	4.4	302	8.2
	65-69	729	211	28.9	7	1.0	35	4.8	62	8.5
	70+	159	59	37.1	3	1.9	7	4.4	9	5.7
Total Public Service		201,009	96,794	48.2	4,665	2.3	6,291	3.1	8,981	4.5

Table 5**Distribution of Public Service Employees by Designated Group Showing Departments and Agencies***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

As of March 31, 1996

Department/Agency	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Revenue Canada	39,047	21,410	54.8	494	1.3	963	2.5	2,284	5.8
Human Resources Development Canada	23,494	16,431	69.9	651	2.8	1,313	5.6	925	3.9
National Defence ¹	22,054	7,412	33.6	418	1.9	614	2.8	570	2.6
Public Works and Government Services Canada	12,978	6,082	46.9	242	1.9	662	5.1	798	6.1
Transport Canada ²	11,551	3,053	26.4	130	1.1	206	1.8	368	3.2
Correctional Service Canada	11,055	3,968	35.9	392	3.5	233	2.1	302	2.7
Fisheries and Oceans ²	10,259	2,542	24.8	140	1.4	218	2.1	294	2.9
Agriculture and Agri-Food Canada	8,418	3,119	37.1	89	1.1	160	1.9	322	3.8
Health Canada	5,874	3,702	63.0	389	6.6	157	2.7	379	6.5
Statistics Canada	5,048	2,549	50.5	61	1.2	132	2.6	340	6.7
Canadian Heritage	4,967	2,225	44.8	189	3.8	112	2.3	113	2.3
Industry Canada	4,776	2,138	44.8	83	1.7	143	3.0	231	4.8
Environment Canada	4,739	1,596	33.7	46	1.0	83	1.8	218	4.6
Natural Resources Canada	4,206	1,463	34.8	55	1.3	109	2.6	219	5.2
Citizenship and Immigration Canada	4,029	2,388	59.3	75	1.9	155	3.8	329	8.2
Foreign Affairs and International Trade Canada	3,755	1,717	45.7	59	1.6	86	2.3	152	4.0
Royal Canadian Mounted Police (Civilian Staff)	3,367	2,787	82.8	121	3.6	196	5.8	126	3.7
Indian and Northern Affairs Canada	3,139	1,815	57.8	658	21.0	99	3.2	183	5.8
Veterans Affairs Canada ³	3,125	2,033	65.1	77	2.5	164	5.2	152	4.9
Department of Justice Canada	2,367	1,439	60.8	59	2.5	51	2.2	108	4.6
Public Service Commission of Canada	1,543	992	64.3	47	3.0	76	4.9	74	4.8
Canadian International Development Agency	1,160	638	55.0	15	1.3	38	3.3	61	5.3

Table 5 (Cont'd)**Distribution of Public Service Employees by Designated Group Showing Departments and Agencies**

Department/Agency	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Immigration and Refugee Board	813	519	63.8	13	1.6	23	2.8	129	15.9
Department of Finance Canada	725	361	49.8	6	0.8	11	1.5	28	3.9
National Archives of Canada	714	332	46.5	14	2.0	21	2.9	13	1.8
Canadian Grain Commission	694	208	30.0	8	1.2	15	2.2	18	2.6
Prairie Farm Rehabilitation Administration	694	206	29.7	3	0.4	5	0.7	5	0.7
Treasury Board of Canada, Secretariat ⁴	659	356	54.1	6	0.9	17	2.6	20	3.0
Privy Council Office	545	333	61.1	11	2.0	17	3.1	8	1.5
National Library of Canada	479	331	69.1	12	2.5	20	4.2	23	4.8
Registry of the Federal Court of Canada	426	274	64.3	7	1.6	20	4.7	21	4.9
Canadian Radio-television and Telecommunications Commission	395	221	55.9	7	1.8	21	5.3	16	4.1
Atlantic Canada Opportunities Agency	353	168	47.6	4	1.1	13	3.7	7	2.0
National Transportation Agency of Canada	338	190	56.2	4	1.2	17	5.0	10	3.0
Canadian Space Agency	293	112	38.2	2	0.7	1	0.3	28	9.6
Western Economic Diversification Canada	293	153	52.2	13	4.4	14	4.8	16	5.5
National Parole Board	275	218	79.3	8	2.9	19	6.9	8	2.9
Transportation Safety Board of Canada	244	81	33.2	4	1.6	6	2.5	8	3.3
Solicitor General Canada	239	138	57.7	15	6.3	12	5.0	2	0.8
Federal Office of Regional Development (Quebec)	235	120	51.1	1	0.4	5	2.1	3	1.3
Canadian Human Rights Commission	183	117	63.9	11	6.0	17	9.3	20	10.9
Office of the Chief Electoral Officer	169	85	50.3	4	2.4	4	2.4	1	0.6
Office of the Commissioner of Official Languages	135	72	53.3	5	3.7	4	3.0	4	3.0
Office of the Registrar of the Supreme Court of Canada	133	81	60.9	2	1.5	4	3.0	9	6.8
Registry of the Tax Court of Canada	129	83	64.3	3	2.3	7	5.4	6	4.7
Canadian Centre for Management Development	117	83	70.9	4	3.4	3	2.6	2	1.7
Office of the Governor General's Secretary	116	70	60.3	1	0.9	7	6.0	3	2.6
Canada Labour Relations Board	87	60	69.0	1	1.1	3	3.4	3	3.4
Emergency Preparedness Canada	86	35	40.7	0	0.0	3	3.5	1	1.2

Offices of the Information and Privacy Commissioners	82	43	52.4	1	1.2	5	6.1	0	0.0
Canadian International Trade Tribunal	81	41	50.6	0	0.0	1	1.2	4	4.9
Status of Women Canada	77	75	97.4	4	5.2	2	2.6	7	9.1
Canadian Dairy Commission	57	30	52.6	1	1.8	0	0.0	1	1.8
Office of the Commissioner for Federal Judicial Affairs	42	23	54.8	0	0.0	2	4.8	1	2.4
International Joint Commission	34	16	47.1	0	0.0	0	0.0	1	2.9
Patented Medicine Prices Review Board Canada	30	18	60.0	0	0.0	0	0.0	3	10.0
Canadian Intergovernmental Conference Secretariat	22	11	50.0	0	0.0	0	0.0	0	0.0
National Farm Products Marketing Council	16	9	56.3	0	0.0	0	0.0	0	0.0
Hazardous Materials Information Review Commission Canada	13	5	38.5	0	0.0	1	7.7	1	7.7
Registry of the Competition Tribunal	12	8	66.7	0	0.0	1	8.3	0	0.0
Canadian Secretariat (NAFTA)	7	1	14.3	0	0.0	0	0.0	2	28.6
Copyright Board Canada	6	2	33.3	0	0.0	0	0.0	1	16.7
Canadian Artists & Producers Professional Relations Tribunal	5	2	40.0	0	0.0	0	0.0	0	0.0
Civil Aviation Tribunal of Canada	5	4	80.0	0	0.0	0	0.0	0	0.0
Total	201,009	96,794	48.2	4,665	2.3	6,291	3.1	8,981	4.5

¹ Civilian staff only. Data for members of the Canadian Forces are not included, as Treasury Board is not their employer.

² Fisheries and Oceans includes the Canadian Coast Guard.

³ Includes data for the former Bureau of Pensions Advocates Canada, Veterans Appeal Board Canada, Canadian Pension Commission and Office of the Director of *Veterans Land Act*.

⁴ Includes Office of the Comptroller General.

Table 6**Distribution of Public Service Employees by Designated Group and Region of Work***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

As of March 31, 1996

Region of Work	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Newfoundland	5,387	2,062	38.3	193	3.6	106	2.0	25	0.5
Prince Edward Island	2,273	1,230	54.1	36	1.6	120	5.3	26	1.1
Nova Scotia	10,858	3,788	34.9	134	1.2	366	3.4	374	3.4
New Brunswick	6,609	2,997	45.3	83	1.3	207	3.1	57	0.9
Quebec (less NCR*)	28,369	13,705	48.3	285	1.0	631	2.2	455	1.6
NCR* (Quebec part)	15,622	8,411	53.8	435	2.8	653	4.2	678	4.3
NCR* (Ontario part)	48,829	24,649	50.5	718	1.5	1,552	3.2	2,238	4.6
Ontario (less NCR*)	33,756	16,869	50.0	735	2.2	1,137	3.4	2,455	7.3
Manitoba	9,281	4,816	51.9	507	5.5	313	3.4	280	3.0
Saskatchewan	5,255	2,505	47.7	319	6.1	173	3.3	118	2.2
Alberta	12,246	5,701	46.6	468	3.8	408	3.3	646	5.3
British Columbia	19,713	8,923	45.3	553	2.8	575	2.9	1,547	7.8
Yukon	677	347	51.3	79	11.7	13	1.9	9	1.3
Northwest Territories	696	317	45.5	111	15.9	19	2.7	19	2.7
Outside Canada	1,438	474	33.0	9	0.6	18	1.3	54	3.8
Total	201,009	96,794	48.2	4,665	2.3	6,291	3.1	8,981	4.5

*National Capital Region

Table 7**Distribution of Public Service Employees
by Designated Group and Salary Band***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

As of March 31, 1996

Salary Band	All Employees		Women			Aboriginal Peoples			Persons with Disabilities			Persons in a Visible Minority		
	#	CUM %	#	%	CUM %	#	%	CUM %	#	%	CUM %	#	%	CUM %
≤ 19,999	309	0.2	227	73.5	0.2	6	1.9	0.1	19	6.1	0.4	10	3.2	0.1
20,000 - 24,999	12,985	6.6	9,884	76.1	10.5	448	3.5	9.7	522	4.0	10.7	495	3.8	5.6
25,000 - 29,999	40,533	26.8	29,470	72.7	40.9	1,317	3.2	38.0	1,331	3.3	37.2	1,828	4.5	26.0
30,000 - 34,999	25,741	39.6	14,301	55.6	55.7	637	2.5	51.6	532	2.1	47.7	1,034	4.0	37.5
35,000 - 39,999	28,720	53.9	13,113	45.7	69.2	689	2.4	66.4	580	2.0	59.3	1,094	3.8	49.7
40,000 - 44,999	29,418	68.5	11,984	40.7	81.6	609	2.1	79.4	585	2.0	70.9	1,317	4.5	64.3
45,000 - 49,999	18,040	77.5	6,629	36.7	88.4	367	2.0	87.3	451	2.5	79.8	787	4.4	73.1
50,000 - 54,999	11,970	83.4	3,990	33.3	92.6	215	1.8	91.9	262	2.2	85.0	588	4.9	79.7
55,000 - 59,999	10,481	88.7	2,686	25.6	95.3	137	1.3	94.9	231	2.2	89.6	627	6.0	86.6
60,000 - 64,999	6,755	92.0	1,769	26.2	97.2	82	1.2	96.6	178	2.6	93.2	377	5.6	90.8
65,000 - 69,999	5,967	95.0	1,214	20.3	98.4	66	1.1	98.0	130	2.2	95.7	339	5.7	94.6
70,000 - 74,999	4,798	97.4	714	14.9	99.2	38	0.8	98.8	101	2.1	97.7	200	4.2	96.8
75,000 - 79,999	1,657	98.2	272	16.4	99.4	15	0.9	99.2	33	2.0	98.4	98	5.9	97.9
80,000 - 84,999	1,619	99.0	194	12.0	99.6	22	1.4	99.6	45	2.8	99.3	123	7.6	99.3
85,000 - 89,999	523	99.3	115	22.0	99.8	5	1.0	99.7	12	2.3	99.5	25	4.8	99.6
90,000 - 94,999	682	99.6	107	15.7	99.9	4	0.6	99.8	17	2.5	99.6	27	4.0	99.7
95,000 - 99,999	212	99.7	42	19.8	99.9	4	1.9	99.9	1	0.5	99.7	4	1.9	99.7
100,000+	599	100.0	83	13.9	100.0	4	0.7	100.0	6	1.0	99.8	8	1.3	99.8
Total	201,009	100.0	96,794	48.2	100.0	4,665	2.3	100.0	5,036	2.5	100.0	8,981	4.5	100.0

Note: Cumulative percentages (CUM) are the percentages of the overall totals (columns) for the Public Service, as well as for each of the designated groups.
Other percentages are a designated group's share of each salary band (rows).

Table 8

**Hirings into the Public Service
by Designated Group and Region of Work**

(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)

April 1, 1995 to March 31, 1996

Region of Work	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Newfoundland	609	470	77.2	3	0.5	7	1.1	5	0.8
Prince Edward Island	114	74	64.9	6	5.3	5	4.4	1	0.9
Nova Scotia	447	221	49.4	3	0.7	4	0.9	15	3.4
New Brunswick	295	126	42.7	0	0.0	3	1.0	3	1.0
Quebec (less NCR*)	2,327	1,749	75.2	14	0.6	32	1.4	29	1.2
NCR* (Quebec part)	568	307	54.0	64	11.3	17	3.0	20	3.5
NCR* (Ontario part)	2,415	1,378	57.1	54	2.2	49	2.0	137	5.7
Ontario (less NCR*)	2,008	1,391	69.3	53	2.6	35	1.7	67	3.3
Manitoba	1,161	849	73.1	64	5.5	27	2.3	59	5.1
Saskatchewan	637	305	47.9	33	5.2	7	1.1	11	1.7
Alberta	1,115	595	53.4	52	4.7	19	1.7	36	3.2
British Columbia	1,648	1,032	62.6	52	3.2	21	1.3	77	4.7
Yukon	134	58	43.3	27	20.1	1	0.7	0	0.0
Northwest Territories	92	43	46.7	16	17.4	0	0.0	0	0.0
Outside Canada	2	0	0.0	0	0.0	0	0.0	0	0.0
Total	13,572	8,598	63.4	441	3.2	227	1.7	460	3.4

*National Capital Region

Note: "Hirings" refers to employees who were added to the Public Service payroll between April 1, 1995 and March 31, 1996 (see also Technical Notes in the Appendix). Percentages are a designated group's share of the total for each region.

Table 9**Hirings into the Public Service
by Designated Group and Occupational Category***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

April 1, 1995 to March 31, 1996

Occupational Category	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Executive	53	12	22.6	1	1.9	2	3.8	1	1.9
Scientific and Professional	938	524	55.9	32	3.4	12	1.3	52	5.5
Administrative and Foreign Service	2,030	974	48.0	77	3.8	42	2.1	105	5.2
Technical	900	382	42.4	23	2.6	8	0.9	29	3.2
Administrative Support	7,230	6,106	84.5	222	3.1	146	2.0	256	3.5
Operational	2,421	600	24.8	86	3.6	17	0.7	17	0.7
Total	13,572	8,598	63.4	441	3.2	227	1.7	460	3.4

Note: "Hirings" refers to employees who were added to the Public Service payroll between April 1, 1995 and March 31, 1996 (see also Technical Notes in the Appendix). Percentages are a designated group's share of the total for each occupational category.

Table 10

**Hirings into the Public Service
by Designated Group and Type of Employment**

(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)

April 1, 1995 to March 31, 1996

Type of Employment	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Indeterminate	1,837	845	46.0	70	3.8	53	2.9	78	4.2
Term (Three Months or More)	11,686	7,740	66.2	370	3.2	174	1.5	379	3.2
Seasonal	49	13	26.5	1	2.0	0	0.0	3	6.1
Total	13,572	8,598	63.4	441	3.2	227	1.7	460	3.4

Note: "Hirings" refers to employees who were added to the Public Service payroll between April 1, 1995 and March 31, 1996 (see also Technical Notes in the Appendix). Percentages are a designated group's share of the total for each type of employment.

Table 11**Promotions within the Public Service
by Designated Group and Region of Work***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

April 1, 1995 to March 31, 1996

Region of Work	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Newfoundland	180	79	43.9	8	4.4	1	0.6	1	0.6
Prince Edward Island	123	85	69.1	2	1.6	8	6.5	0	0.0
Nova Scotia	376	148	39.4	9	2.4	9	2.4	11	2.9
New Brunswick	252	112	44.4	6	2.4	6	2.4	3	1.2
Quebec (less NCR*)	1,450	874	60.3	26	1.8	39	2.7	30	2.1
Ontario (less NCR*)	1,216	695	57.2	28	2.3	37	3.0	107	8.8
NCR*	4,061	2,287	56.3	90	2.2	104	2.6	179	4.4
Manitoba	397	221	55.7	20	5.0	11	2.8	7	1.8
Saskatchewan	206	101	49.0	26	12.6	5	2.4	4	1.9
Alberta	590	297	50.3	22	3.7	12	2.0	39	6.6
British Columbia	932	458	49.1	31	3.3	18	1.9	85	9.1
Yukon	32	17	53.1	3	9.4	0	0.0	0	0.0
Northwest Territories	28	9	32.1	4	14.3	0	0.0	1	3.6
Outside Canada	77	35	45.5	1	1.3	1	1.3	3	3.9
Unknown	5	0	0.0	0	0.0	0	0.0	0	0.0
Total	9,925	5,418	54.6	276	2.8	251	2.5	470	4.7

*National Capital Region

Note: Data on promotions are obtained from the Public Service Commission of Canada and include only information from departments and agencies that fall under both the PSSRA I-I and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of Public Service employees in that region (see definition of promotions in Technical Notes in the Appendix).

Table 12**Promotions within the Public Service by Designated Group and Occupational Category***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

April 1, 1995 to March 31, 1996

Occupational Category	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Executive	292	80	27.4	7	2.4	0	0.0	4	1.4
Scientific and Professional	1,245	476	38.2	26	2.1	9	0.7	118	9.5
Administrative and Foreign Service	3,814	2,271	59.5	96	2.5	128	3.4	169	4.4
Technical	1,197	289	24.1	29	2.4	15	1.3	29	2.4
Administrative Support	2,539	2,102	82.8	82	3.2	84	3.3	133	5.2
Operational	685	117	17.1	35	5.1	15	2.2	16	2.3
Not Specified	153	83	54.2	1	0.7	0	0.0	1	0.7
Total	9,925	5,418	54.6	276	2.8	251	2.5	470	4.7

Note: Data on promotions are obtained from the Public Service Commission of Canada and include only information from departments and agencies that fall under both the PSSRA I-I and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of Public Service employees in that occupational category (see definition of promotions in Technical Notes in the Appendix).

Table 13**Promotions within the Public Service by Designated Group and Type of Employment***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

April 1, 1995 to March 31, 1996

Type of Employment	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Indeterminate	8,233	4,393	53.4	220	2.7	214	2.6	385	4.7
Term (Three Months or More)	1,692	1,025	60.6	56	3.3	37	2.2	85	5.0
Total	9,925	5,418	54.6	276	2.8	251	2.5	470	4.7

Note: Data on promotions are obtained from the Public Service Commission of Canada and include only information from departments and agencies that fall under both the PSSRA I-I and the *Public Service Employment Act*.

Percentages are that designated group's share of all promotions of Public Service employees having that type of employment (see also definition of promotions in the Technical Notes in the Appendix).

Table 14**Separations from the Public Service by Designated Group and Region of Work***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

April 1, 1995 to March 31, 1996

Region of Work	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Newfoundland	1,567	845	53.9	27	1.7	41	2.6	10	0.6
Prince Edward Island	316	167	52.8	8	2.5	15	4.7	5	1.6
Nova Scotia	2,090	815	39.0	20	1.0	89	4.3	52	2.5
New Brunswick	1,231	491	39.9	15	1.2	42	3.4	7	0.6
Quebec (less NCR*)	6,061	3,728	61.5	50	0.8	143	2.4	64	1.1
NCR* (Quebec part)	2,208	1,053	47.7	99	4.5	109	4.9	73	3.3
NCR* (Ontario part)	7,670	3,967	51.7	125	1.6	284	3.7	302	3.9
Ontario (less NCR*)	5,778	3,116	53.9	182	3.1	243	4.2	260	4.5
Manitoba	2,365	1,483	62.7	110	4.7	85	3.6	89	3.8
Saskatchewan	1,195	589	49.3	71	5.9	44	3.7	24	2.0
Alberta	2,297	1,135	49.4	93	4.0	98	4.3	78	3.4
British Columbia	3,857	1,966	51.0	116	3.0	125	3.2	150	3.9
Yukon	198	91	46.0	36	18.2	1	0.5	0	0.0
Northwest Territories	213	88	41.3	54	25.4	2	0.9	1	0.5
Outside Canada	49	15	30.6	0	0.0	1	2.0	3	6.1
Total	37,095	19,549	52.7	1,006	2.7	1,322	3.6	1,118	3.0

*National Capital Region

Note: "Separations" refers to employees leaving the Public Service payroll between April 1, 1995 and March 31, 1996 (see also Technical Notes in the Appendix).

Table 15**Separations from the Public Service by Designated Group and Occupational Category***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

April 1, 1995 to March 31, 1996

Occupational Category	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Executive	540	62	11.5	5	0.9	18	3.3	15	2.8
Scientific and Professional	2,668	920	34.5	75	2.8	65	2.4	190	7.1
Administrative and Foreign Service	7,590	3,370	44.4	221	2.9	424	5.6	238	3.1
Technical	3,495	745	21.3	52	1.5	85	2.4	72	2.1
Administrative Support	15,665	13,108	83.7	420	2.7	564	3.6	500	3.2
Operational	7,137	1,344	18.8	233	3.3	166	2.3	103	1.4
Total	37,095	19,549	52.7	1,006	2.7	1,322	3.6	1,118	3.0

Note: "Separations" refers to employees leaving the Public Service payroll between April 1, 1995 and March 31, 1996 (see also Technical Notes in the Appendix).

Table 16**Separations from the Public Service by Designated Group and Type of Employment***(PSSRA I-I, Indeterminate, Terms of Three Months or More, and Seasonal Employees)*

April 1, 1995 to March 31, 1996

Type of Employment	All Employees	Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority	
		#	%	#	%	#	%	#	%
Indeterminate	19,828	8,220	41.5	537	2.7	949	4.8	607	3.1
Term (Three Months or More)	16,930	11,209	66.2	448	2.6	367	2.2	510	3.0
Seasonal	337	120	35.6	21	6.2	6	1.8	1	0.3
Total	37,095	19,549	52.7	1,006	2.7	1,322	3.6	1,118	3.0

Note: "Separations" refers to employees leaving the Public Service payroll between April 1, 1995 and March 31, 1996 (see also Technical Notes in the Appendix).