



*Employment Statistics*  
*for the*  
*Federal Public Service*

*April 1, 1996 to March 31, 1997*

**(Publié aussi en français sous le titre *Statistiques de l'emploi dans la fonction publique fédérale du 1<sup>er</sup> avril 1996 au 31 mars 1997*)**

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## **EXECUTIVE SUMMARY**

### **PUBLIC SERVICE EMPLOYMENT**

**March 31, 1997**

#### **Introduction**

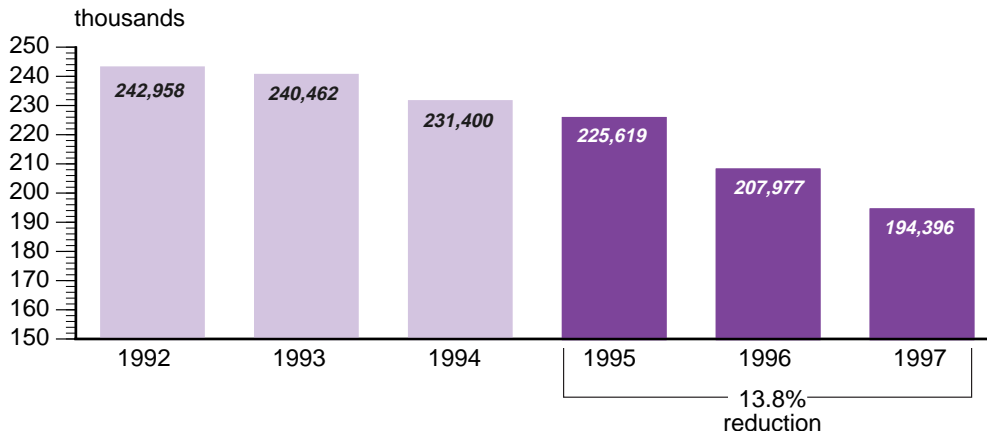
Program Review decisions have had a major effect on employment in the Public Service.

#### **Employment**

'Employment reductions' refers to the **net** change in the size of the Public Service resulting from entries and exits.

The size of the Public Service decreased from 225,619 in March 1995 to 194,396 employees in March 1997 (table 1, p. 8). This figure does not include reductions in the number of RCMP members and regular forces military personnel. Information on workforce reductions in Crown corporations will be available in the annual report on Crown corporations, which will be tabled in Parliament in the fall of 1997.

**Total employment from March 1992 to March 1997**

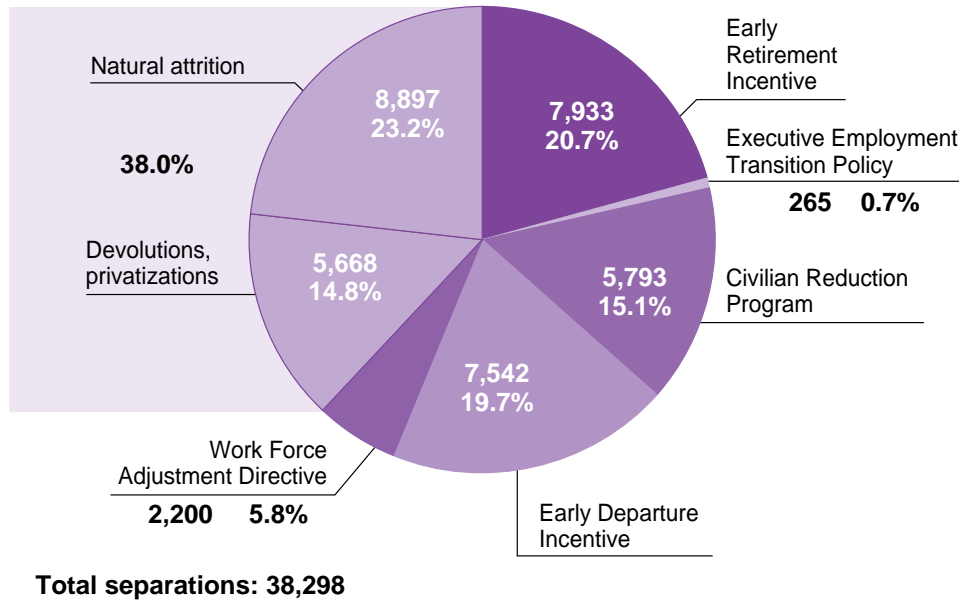


**Employment Statistics for the Federal Public Service**

*Highlights of the Report*

More than a third of the indeterminate employees who left the Public Service did so through natural attrition, devolution and privatization (see table 2, p. 58) without accessing departure programs.

**Separations**

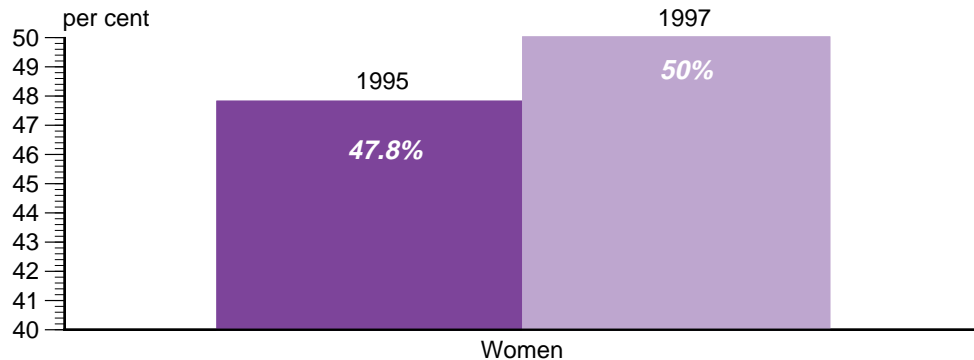


This significant effect on employment, during the two years of program review, has not had a disproportionate effect on the representation of employees in designated groups, or in various occupational categories and regions.

In spite of the decrease in the number of women employed in the Public Service, from 130,191 to 97,198, their proportion increased to 50 per cent from 47.8 per cent in 1995 (see table 4, p. 18 for 1996/97 data). For the first time ever, the number of jobs held by women is virtually equal to that of men.

**Women within the Public Service**

March 1995 to March 1997

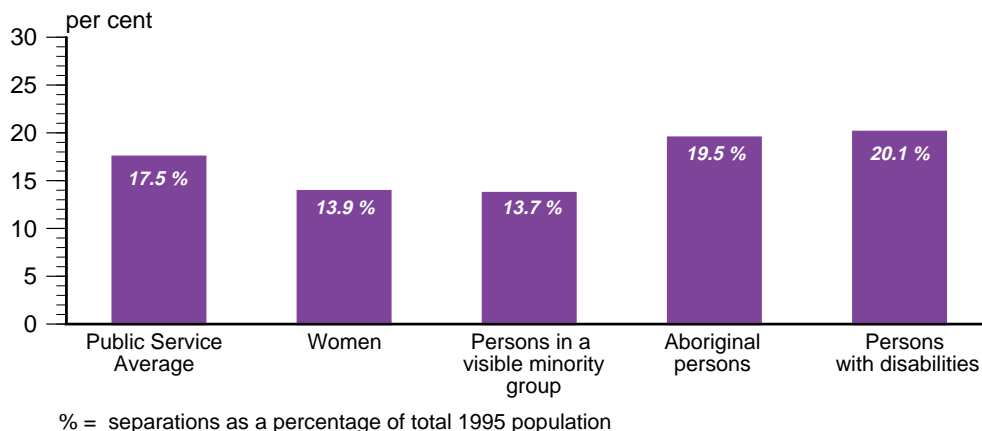


**Employment Statistics for the Federal Public Service**

Two-year separation data for indeterminate employees show that separation rates for women and persons in a visible minority group were below the Public Service average while those for Aboriginal persons and persons with disabilities were slightly above (see table 6, p. 68).

**Separations by designated groups**

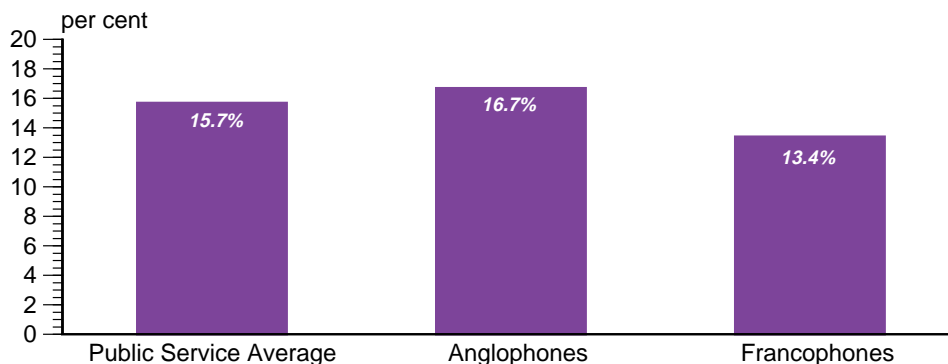
(indeterminate employees) April 1, 1995 to March 31, 1997



Two-year reduction data for anglophones and francophones show that the reduction in anglophone representation was slightly higher than average while the reduction in francophone representation was slightly lower.

**Reductions\* by official language<sup>1</sup>**

(indeterminate employees)



\* For PSSRA I-I employees on the payroll at end of month.

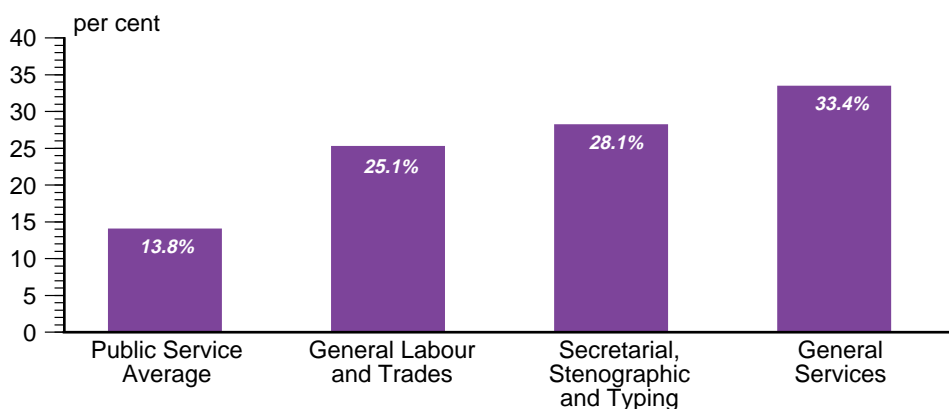
<sup>1</sup> The President of the Treasury Board's annual report on official languages, to be issued by March 31, 1998, will provide more information on participation and other matters related to official languages.

Participation rates of English-speaking and French-speaking Canadians in the Public Service as a whole have remained essentially the same since 1984 (see table 7, p. 69).

## Employment Statistics for the Federal Public Service

Over the period of April 1, 1995 to March 31, 1997, the General Labour and Trades (GL), the Secretarial, Stenographic and Typing (ST) and the General Services (GS) groups showed the largest proportional declines (see table 4, p. 64).

### Reductions\* by occupational group (selected groups)



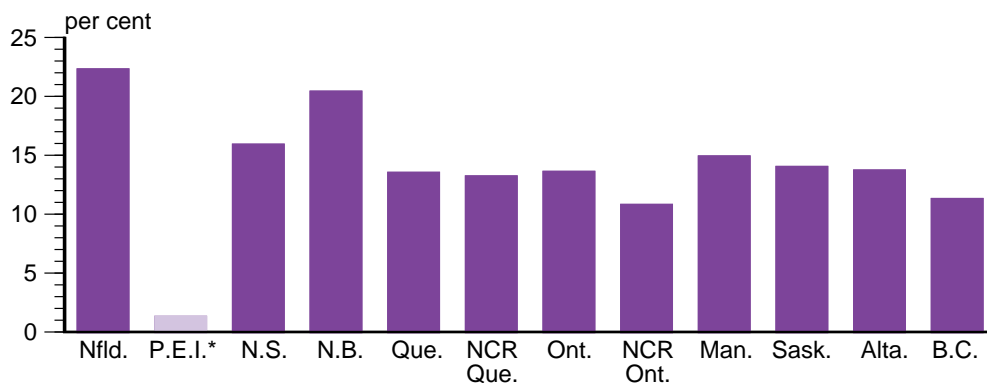
\* For active PSSRA I-I employees at end of month.

- General Labour and Trades and General Services: Reductions mainly related to Nav Canada transfer and base closures.
- Secretarial: Proportion of reductions related to appointment of employees in other occupational groups.

Regional variations reflect departmental timing and implementation of measures announced in the last three budgets, including Program Review. In the last two fiscal years, the largest employment declines were recorded in the Northwest Territories (26.4 per cent), Newfoundland (22.3 per cent) and New Brunswick (20.4 per cent). Reductions in the Northwest Territories are partly due to the devolution of airports to the territorial government. In Newfoundland and New Brunswick, over 70 per cent of employees work in 'most affected' departments, compared to 56.5 per cent for all regions (see table 5, p. 66).

### Reductions by region

April 1, 1995 to March 31, 1997



\* Increase of 1.3%

## Employment Statistics for the Federal Public Service

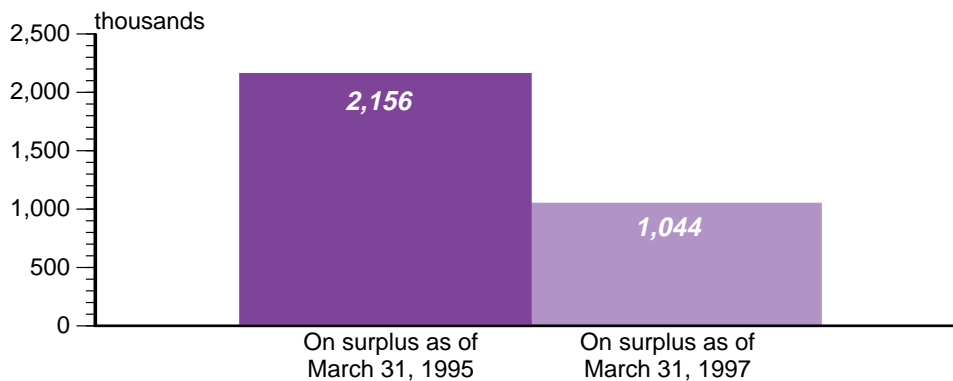
The number of persons on surplus status has declined significantly to 1,044, the lowest in a decade. This is largely attributed to improved placement rates within the Public Service. As of March 1997, there were only 10 persons on Unpaid Surplus Status (see table 8, p. 70).

During 1996/97, the number of alternations increased to more than 1,700, as noted in the second annual report of the National Joint Adjustment Steering Committee (June 1997).

### Employees on surplus status

April 1, 1995 to March 31, 1997

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## Employment Statistics for the Federal Public Service

### Foreword

The Treasury Board of Canada Secretariat's *Employment Statistics for the Federal Public Service April 1, 1996 to March 31, 1997* provides workforce data by employment type, gender, occupational category, region, department and age. This year's report also offers a summary of Public Service<sup>1</sup> employment reductions for the period coinciding with the second complete year of Program Review.

Program Review, announced in the 1994 Budget, involved a comprehensive review of federal government programs and services. Its goals were to clarify its roles and responsibilities; to ensure that resources are used for priorities; and to deliver on the government's commitment to achieve better, more accessible and more affordable government. Program Review is bringing about a significant restructuring and streamlining of federal programs and services, accompanied by sizeable reductions in federal government spending. As a result of this major initiative, Public Service employment has noticeably declined over the last two years.

By the end of fiscal year 1998/99, Program Review will generate annual ongoing expenditure reductions of approximately \$9.2 billion in departmental budgets.

This reduction estimate includes all federal government organizations which, beyond the narrowly defined Public Service, include the Canadian Forces, the RCMP, and other federal government agencies, boards and commissions. During the period of April 1, 1996 to March 31, 1997, Public Service employment declined by almost 13,600 employees or approximately 6.5 per cent.

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To treat affected employees fairly and to help departments manage the downsizing, the government introduced two departure incentive packages—the Early Retirement Incentive (ERI) and the Early Departure Incentive (EDI). These measures, introduced in 1995, will expire in 1998. The ERI is available to eligible employees across the Public Service whose positions have been declared surplus. The EDI is available only to employees in departments and agencies the Treasury Board has designated as being unable to meet their reductions under the previous Work Force Adjustment Directive (WFAD) and other existing management measures. These designated departments and agencies are commonly referred to as "most affected departments".<sup>2</sup>

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<sup>1</sup> Refers to all departments and agencies listed under Schedule I, Part I of the *Public Service Staff Relations Act* for which the Treasury Board is the employer.

<sup>2</sup> Agriculture and Agri-Food Canada, Canadian Heritage, Canadian Transportation Agency, Citizenship and Immigration Canada, Department of Finance Canada, Environment Canada, Fisheries and Oceans, Grain Transportation Agency, Human Resources Development Canada, Industry Canada, National Defence, Natural Resources Canada, Public Service Commission, Public Works and Government Services Canada, Transport Canada, Transportation Safety Board of Canada, Treasury Board of Canada Secretariat.

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**Employment Statistics for the Federal Public Service**

This document includes summary data on employment reductions according to official languages and employment equity designated group. More detailed information on official languages and employment equity will be included in the President of the Treasury Board's annual reports to Parliament, which will be tabled in Parliament before March 31, 1998.

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## **SECTION 1 - General Employment Picture**

## SECTION 1 - General Employment Picture

### I. Introduction

#### ***Background***

The Treasury Board, in its capacity as the general manager and employer of the federal Public Service, collects data, compiles statistics and performs numerous analyses on Public Service employment. The Treasury Board is the employer for federal Public Service employees in departments and agencies listed under Schedule I, Part I of the *Public Service Staff Relations Act* (PSSRA I-I). Most of these employees are appointed under the *Public Service Employment Act* administered by the Public Service Commission (PSC), a neutral body that oversees the application of the merit principle.

Accordingly, the statistics in this document are based on these federal Public Service employees. These statistics do not include employees working for organizations subject to Schedule I, Part II of the PSSRA, nor those employed by other parts of the Canadian government such as the Bank of Canada and the House of Commons. Also excluded from these statistics are students, Governor-in-Council appointees, ministerial staff, enumerators, interviewers, federal judges and deputy ministers, as well as members of the Canadian Forces and of the RCMP.

#### ***Employment covered***

The *Public Service Reform Act*, effective since June 1993, changed the definition of employment types (see Technical Notes on page 5 as well as the fourth bullet below table 1, Section 1 of this report).

When presenting employment statistics, it sometimes helps to distinguish between full-time and part-time employees. We use the expression Full-time Equivalent (FTE) to mean the equivalent of one person working full-time at a specific point during the year. This means that two part-time employees, each working half the regularly scheduled weekly hours of work, amount to one FTE. This measure of labour is reported in table 1, Section 1 of this report.

#### ***Reporting period***

Although all the statistics in this section reflect the state of the federal Public Service workforce as of the end of March 1997, the tables in this section also offer figures as of March 31 of the previous year for comparison purposes.

**Employment Statistics for the Federal Public Service**

## **II. Highlights**

### ***Size of the Public Service***

By the end of March 1997, the number of federal Public Service employees was 194,396. This represents a decrease of 13,581 or 6.5 per cent from March 1996. The extent of reductions varied substantially among federal departments and agencies. A portion of the employment reductions resulted from the impact of privatizations and devolutions of services offered by Transport Canada. Approximately 5,700 employees of Transport Canada's Air Navigation System were transferred in the fall of 1996 to Nav Canada. The devolution or privatization of airports accounts for a further reduction of about 800 Transport Canada employees. Continued rationalization of military infrastructure at National Defence (ND) led to a decline of more than 3,200 civilian employees<sup>3</sup> during the 1996/97 fiscal year.

A number of departments and agencies grew over the 1996/97 fiscal year. As was the case in the previous fiscal year, the two with the largest 12-month increases were Correctional Service Canada (increase of 485 employees or 4.2 per cent) and Statistics Canada (increase of 216 employees or 4.2 per cent as well).

Correctional Service Canada is adding resources to its correctional operations in order to more effectively manage offenders throughout their sentence. Meanwhile, the 1996 censuses of the general population and the agricultural sector explain the use of additional employees at Statistics Canada in 1996/97.

As of March 1997, there were 97,193 women employed in the Public Service, as compared to 100,598 a year earlier. Despite this drop in absolute numbers, the proportion of women in the Public Service increased from 48.4 per cent to 50 per cent in March 1996. For the first time ever, the percentage of men and women in the Public Service is virtually the same.

### ***Occupational mix***

Between April 1, 1996 and March 31, 1997, despite the Public Service-wide decline of 13,581 employees, some occupations actually saw their numbers grow. The Computer Systems Administrative group increased in size by 489 employees or 6.4 per cent. Other occupational groups with substantive employment gains were the Correctional, Social Science Support and Welfare Programs groups.

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<sup>3</sup> This report covers National Defence civilian employees only; it does not take into account members of the Canadian Forces for whom the Treasury Board is not the employer.

## **Employment Statistics for the Federal Public Service**

These four occupations alone accounted for 74 per cent of all employment increases within the 15 groups that recorded gains (see table 5, p. 25).

Conversely, employment shares within the Technical, Administrative Support and Operational categories have been slipping (see table 2, p. 9).

Over the last few years, the occupational profile of Public Service employees has been gradually changing in favour of new qualifications and greater specialization. For instance, over half of all employees of the federal Public Service are now found within the managerial, administrative, scientific and professional occupations, versus 43 per cent four years ago. Program Review appears to have accentuated this trend (see table 2, p. 9).

In recent years, the face of the Public Service has changed. Large employment categories have grown in importance, for example, the Administrative and Foreign Service category has seen its proportion of total employment rise from 34.5 per cent to 36.2 per cent over the last fiscal year (see table 2, p. 9).

The significant change in the type of jobs held by women is also to be noted. Within the Executive and the Scientific and Professional categories for instance, not only did women improve their share of jobs over the 1996/97 fiscal year, but in each of these categories, their absolute numbers increased as well, despite continued downsizing of the federal Public Service.

### ***Distribution by type of employment (see definitions on page 5)***

For the second year in a row, there has been a decline of more than 15,000 (or 8.6 per cent) in the number of indeterminate and seasonal employees. Their percentage representation of overall employment dropped to 84.4 per cent in March 1997, from 86.3 per cent a year earlier. By contrast, the number of employees in term and casual positions rose by 1,763 employees or 6.2 per cent. It is the first time in the last five years that overall term employment has increased.

The number of indeterminate employees working part-time decreased for the second year in a row, this time by almost 400; however, their proportion remained constant at 2.9 per cent of all indeterminate employees. More men (87.8 per cent) than women (79.7 per cent) were employed on an indeterminate basis as of March 1997. Just under 91 per cent of all part-time indeterminate employees are women, virtually the same proportion as in March 1996.

Overall term and casual employment increased in numbers over the last fiscal year. The percentage representation of these groups increased within most (but not all) occupational categories. Although term employment remained at 0.2 per cent within the Executive category (with no casual employment), as many as 30.7 per cent of all Administrative Support staff were either term or casual employees in March 1997, versus 26.9 per cent a year before.

## **Employment Statistics for the Federal Public Service**

The percentage of indeterminate and seasonal employees in the lower age bands is decreasing with every passing year. On March 31, 1997, 15.5 per cent of indeterminate and seasonal employees were under the age of 35. Five years ago, the percentage representation of this age group was 24.6 per cent. Even if a higher employee turnover rate were to prevail over the next five years,<sup>4</sup> it is still anticipated that by the year 2002, at most 11 per cent of indeterminate and seasonal employees will be under the age of 35.

Both term and casual employment saw their levels increase over the 1996/97 fiscal year. Term employment (both full-time and part-time) increased by almost 1,200 employees (4.9 per cent). Casual employment, on the rise ever since it was introduced in June 1993, increased by 574 employees (13.0 per cent) over the same 12-month period.

### ***Regions***

Public Service employment declined in every province and territory of Canada except Prince Edward Island, where the number of employees increased by 114 (or 4.8 per cent) during the last fiscal year. Elsewhere in Canada, annual Public Service employment reductions varied from 3.3 per cent for employees posted outside Canada to 16.4 per cent for those working in the Northwest Territories.

As noted last year, federal government departments are not distributed evenly across the provinces and territories. This is also true of most affected departments, where 96 per cent of all employment reductions took place over the last two fiscal years.

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<sup>4</sup> Fiscal year 1990/91 turnover rates are assumed.



### III. Technical Notes

#### *Definitions*

#### 1. Employment types

Employment types are determined by the length of the employment period and by the number of weekly hours worked. The following definitions describe each employment type referred to in this document.

- **Indeterminate employment** indicates the status of people appointed to the Public Service whose tenure in the position is of an unspecified duration. These people are commonly referred to as "permanent" Public Service employees.
- **Specified period employment (term)** indicates the status of people appointed to the Public Service for a fixed period of time, with a clearly stated termination date. These people cease to be employees when that period expires. This status is commonly referred to as "**term employment**" and the individual employees as "terms".

These term employees fall into two categories:

**short term**, who are appointed for less than three months; and  
**long term**, who are appointed for three months or more.

- **Casual employment** indicates the status of people appointed under section 21.02 of the *Public Service Employment Act* for a specified period of no more than 90 days by any one department. That department may extend the employment period up to a maximum of 125 days within a 12-month period. This extension cap does not apply if another department rehires that person.
- **Full-time employees** are those who work the full number of scheduled hours of work for their occupational group, normally as defined in their collective agreement. These employees may be either indeterminate or term.
- **Part-time employees** are those who work anything less than the full number of scheduled hours of work for their occupational group, normally as defined in their collective agreement. These employees may be either indeterminate or term.
- **Seasonal employees** are those appointed to work for a portion of the year (season) each year.

**Employment Statistics for the Federal Public Service**

**2. Departments and agencies that fall under Treasury Board jurisdiction**

On March 31, 1997, the Pay System identified employees working in 64 different federal government departments and agencies listed under Schedule I, Part I of the *Public Service Staff Relations Act*, which grants the Treasury Board authority as a federal Public Service employer. These federal departments and agencies (and others in existence in March 1996) are shown in table 7, Section 1 of this report.

***Sources of data***

Most of the statistical data in Section 1 are obtained from the Treasury Board of Canada Secretariat Incumbent System, which captures data on individual employees. The Secretariat uses statistical and aggregate data from the Incumbent System in planning, implementing, evaluating and monitoring government policies, as well as in planning and managing resources.

**Employment Statistics for the Federal Public Service**

**IV. Statistics**

1. Employment type from March 1987 to March 1997
2. Occupational category, gender and age band
3. Annual salary and gender-March 1997
- 3a. Annual salary and gender-March 1996
4. Occupational category, employment type and gender
5. Occupational category, group and gender
6. Region of work, gender and occupational category-March 1997
- 6a. Region of work, gender and occupational category-March 1996
7. Department/agency and gender
8. Region of work and gender
9. Region of work, city and gender
10. Occupational category, employment type and age band

## Employment Statistics for the Federal Public Service

**1. Employment Type from March 1987 to March 1997**

<u>Year</u>	<u>Full-time Indet.</u>	<u>Part-time Indet.</u>	<u>Term 3 mths or more</u>	<u>Term Less than 3 mths</u>	<u>Seasonal</u>	<u>Casual</u>	<u>Total Employment</u>	<u>Total FTE</u>	<u>Year</u>
<b>1997</b>	158,107	4,711	22,267	3,026	1,293	4,992	<b>194,396</b>	190,979	<b>1997</b>
<b>1996</b>	172,968	5,104	21,554	2,550	1,383	4,418	<b>207,977</b>	204,923	<b>1996</b>
<b>1995</b>	187,851	5,399	23,051	4,739	1,483	3,096	<b>225,619</b>	222,362	<b>1995</b>
<b>1994</b>	192,152	4,996	26,066	6,094	1,426	666	<b>231,400</b>	228,318	<b>1994</b>
<b>1993</b>	195,014	4,811	21,289	17,709	1,639	N/A	<b>240,462</b>	237,202	<b>1993</b>
<b>1992</b>	192,532	4,661	21,048	23,106	1,611	N/A	<b>242,958</b>	239,668	<b>1992</b>
<b>1991</b>	192,905	4,496	19,921	21,884	1,697	N/A	<b>240,903</b>	237,713	<b>1991</b>
<b>1990</b>	189,653	4,339	20,223	23,905	1,588	N/A	<b>239,708</b>	236,486	<b>1990</b>
<b>1989</b>	188,865	4,236	19,076	24,719	1,519	N/A	<b>238,415</b>	235,237	<b>1989</b>
<b>1988</b>	191,400	4,290	17,703	22,137	1,457	N/A	<b>236,987</b>	234,007	<b>1988</b>
<b>1987</b>	196,287	4,043	16,353	20,418	1,279	N/A	<b>238,380</b>	235,125	<b>1987</b>

**Notes:**

- The *Public Service Reform Act* of 1993 introduced the concept of "casual" employment. As this employment type did not exist prior to June 1993, it is shown as not applicable (N/A) for the years 1987 to 1993.
- Casual employees are those hired under section 21.02 of the *Public Service Employment Act* for a specified period of no more than 90 days by any one department. Employment may be extended up to a maximum total of 125 days within a given 12-month period.
- FTE stands for Full-time Equivalent. Under the Operating Budget regime, person-year controls have been discontinued; however, the government continues to report on the size of the Public Service using a measure of labour consumption called "full-time equivalents". This indicator factors in the length of time an employee works each week. For example, two employees, each working half their weekly scheduled hours of work, are equivalent to one employee working all of the scheduled weekly hours.
- Effective June 1993, following the promulgation of the *Public Service Reform Act*, the employee type "term six months or less" was modified to "term less than three months," and the employee type "term over six months" was changed to "term three months or more". Prior to 1994, all those shown to be terms "3 MTHS OR MORE" and "LESS THAN 3 MTHS" are actually employees appointed on terms "6 MTHS OR MORE" and "LESS THAN 6 MTHS," respectively.
- "Indet." stands for indeterminate employment.

Employment Statistics for the Federal Public Service

**2. Occupational Category, Gender and Age Band**

Occupational Category	Age Band	MARCH 1996				MARCH 1997				
		Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Executive	16-19	0	0	0	0.0	16-19	0	0	0	0.0
	20-24	0	0	0	0.0	20-24	0	0	0	0.0
	25-29	1	0	1	0.0	25-29	0	0	0	0.0
	30-34	3	7	10	70.0	30-34	5	7	12	58.3
	35-39	58	51	109	46.8	35-39	58	47	105	44.8
	40-44	342	208	550	37.8	40-44	275	182	457	39.8
	45-49	963	295	1,258	23.4	45-49	832	311	1,143	27.2
	50-54	836	125	961	13.0	50-54	872	161	1,033	15.6
	55-59	382	33	415	8.0	55-59	372	35	407	8.6
	60-64	77	6	83	7.2	60-64	87	4	91	4.4
	65-69	12	0	12	0.0	65-69	9	1	10	10.0
70+	0	0	0	0.0	70+	0	0	0	0.0	
		<b>2,674</b>	<b>725</b>	<b>3,399</b>	<b>21.3</b>		<b>2,510</b>	<b>748</b>	<b>3,258</b>	<b>23.0</b>

Employment Statistics for the Federal Public Service

**2. Occupational Category, Gender and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997				
		Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Scientific and Professional	16-19	0	0	0	0.0	16-19	1	0	1	0.0
	20-24	36	52	88	59.1	20-24	31	78	109	71.6
	25-29	676	720	1,396	51.6	25-29	563	667	1,230	54.2
	30-34	1,609	1,368	2,977	46.0	30-34	1,513	1,329	2,842	46.8
	35-39	2,580	1,574	4,154	37.9	35-39	2,438	1,529	3,967	38.5
	40-44	3,274	1,442	4,716	30.6	40-44	3,057	1,490	4,547	32.8
	45-49	3,886	1,207	5,093	23.7	45-49	3,744	1,263	5,007	25.2
	50-54	2,528	635	3,163	20.1	50-54	2,644	679	3,323	20.4
	55-59	1,478	269	1,747	15.4	55-59	1,496	296	1,792	16.5
	60-64	529	95	624	15.2	60-64	481	93	574	16.2
	65-69	155	21	176	11.9	65-69	142	18	160	11.3
70+	25	2	27	7.4	70+	20	2	22	9.1	
		<b>16,776</b>	<b>7,385</b>	<b>24,161</b>	<b>30.6</b>		<b>16,130</b>	<b>7,444</b>	<b>23,574</b>	<b>31.6</b>

Employment Statistics for the Federal Public Service

**2. Occupational Category, Gender and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997				
		Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Administrative and Foreign Service	16-19	2	1	3	33.3	16-19	4	2	6	33.3
	20-24	310	310	620	50.0	20-24	411	380	791	48.0
	25-29	2,261	2,259	4,520	50.0	25-29	1,977	2,048	4,025	50.9
	30-34	4,262	5,070	9,332	54.3	30-34	3,983	4,718	8,701	54.2
	35-39	5,542	7,853	13,395	58.6	35-39	5,310	7,433	12,743	58.3
	40-44	7,494	9,080	16,574	54.8	40-44	6,954	8,939	15,893	56.2
	45-49	8,739	7,101	15,840	44.8	45-49	8,630	7,610	16,240	46.9
	50-54	4,511	2,835	7,346	38.6	50-54	4,822	3,253	8,075	40.3
	55-59	1,826	1,046	2,872	36.4	55-59	1,844	1,106	2,950	37.5
	60-64	639	281	920	30.5	60-64	551	257	808	31.8
	65-69	148	54	202	26.7	65-69	118	43	161	26.7
70+	27	19	46	41.3	70+	21	16	37	43.2	
		<b>35,761</b>	<b>35,909</b>	<b>71,670</b>	<b>50.1</b>		<b>34,625</b>	<b>35,805</b>	<b>70,430</b>	<b>50.8</b>

Employment Statistics for the Federal Public Service

**2. Occupational Category, Gender and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997				
		Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Technical	16-19	8	3	11	27.3	16-19	2	0	2	0.0
	20-24	213	121	334	36.2	20-24	145	131	276	47.5
	25-29	1,102	583	1,685	34.6	25-29	640	450	1,090	41.3
	30-34	2,195	933	3,128	29.8	30-34	1,452	763	2,215	34.4
	35-39	3,040	1,052	4,092	25.7	35-39	2,252	909	3,161	28.8
	40-44	3,897	1,040	4,937	21.1	40-44	2,914	980	3,894	25.2
	45-49	4,418	661	5,079	13.0	45-49	3,163	706	3,869	18.2
	50-54	2,551	279	2,830	9.9	50-54	2,150	309	2,459	12.6
	55-59	1,193	119	1,312	9.1	55-59	990	114	1,104	10.3
	60-64	382	45	427	10.5	60-64	303	36	339	10.6
	65-69	75	6	81	7.4	65-69	74	7	81	8.6
	70+	16	1	17	5.9	70+	14	0	14	0.0
		<b>19,090</b>	<b>4,843</b>	<b>23,933</b>	<b>20.2</b>		<b>14,099</b>	<b>4,405</b>	<b>18,504</b>	<b>23.8</b>



Employment Statistics for the Federal Public Service

**2. Occupational Category, Gender and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997				
		Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Administrative Support	16-19	18	49	67	73.1	16-19	45	90	135	66.7
	20-24	388	1,170	1,558	75.1	20-24	437	1,158	1,595	72.6
	25-29	1,093	4,211	5,304	79.4	25-29	979	3,529	4,508	78.3
	30-34	1,387	7,154	8,541	83.8	30-34	1,274	6,206	7,480	83.0
	35-39	1,602	9,984	11,586	86.2	35-39	1,490	9,063	10,553	85.9
	40-44	1,722	9,588	11,310	84.8	40-44	1,707	9,408	11,115	84.6
	45-49	1,450	8,146	9,596	84.9	45-49	1,515	8,074	9,589	84.2
	50-54	642	4,351	4,993	87.1	50-54	723	4,557	5,280	86.3
	55-59	352	2,315	2,667	86.8	55-59	350	2,290	2,640	86.7
	60-64	150	799	949	84.2	60-64	146	718	864	83.1
	65-69	36	121	157	77.1	65-69	36	92	128	71.9
70+	10	33	43	76.7	70+	7	26	33	78.8	
		<b>8,850</b>	<b>47,921</b>	<b>56,771</b>	<b>84.4</b>		<b>8,709</b>	<b>45,211</b>	<b>53,920</b>	<b>83.8</b>

Employment Statistics for the Federal Public Service

**2. Occupational Category, Gender and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997				
		Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Operational	16-19	42	13	55	23.6	16-19	23	7	30	23.3
	20-24	371	173	544	31.8	20-24	291	192	483	39.8
	25-29	1,218	408	1,626	25.1	25-29	1,003	392	1,395	28.1
	30-34	2,770	613	3,383	18.1	30-34	2,214	565	2,779	20.3
	35-39	4,400	687	5,087	13.5	35-39	3,715	683	4,398	15.5
	40-44	5,148	598	5,746	10.4	40-44	4,674	589	5,263	11.2
	45-49	4,480	544	5,024	10.8	45-49	4,231	475	4,706	10.1
	50-54	3,066	405	3,471	11.7	50-54	2,806	366	3,172	11.5
	55-59	1,886	265	2,151	12.3	55-59	1,574	222	1,796	12.4
	60-64	701	81	782	10.4	60-64	505	73	578	12.6
	65-69	120	21	141	14.9	65-69	81	10	91	11.0
	70+	26	7	33	21.2	70+	11	6	17	35.3
		<b>24,228</b>	<b>3,815</b>	<b>28,043</b>	<b>13.6</b>		<b>21,128</b>	<b>3,580</b>	<b>24,708</b>	<b>14.5</b>

Employment Statistics for the Federal Public Service

**2. Occupational Category, Gender and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997				
		Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
<b>Grand Total</b>	16-19	70	66	136	48.5	16-19	75	99	174	56.9
	20-24	1,318	1,826	3,144	58.1	20-24	1,315	1,939	3,254	59.6
	25-29	6,351	8,181	14,532	56.3	25-29	5,162	7,086	12,248	57.9
	30-34	12,226	15,145	27,371	55.3	30-34	10,441	13,588	24,029	56.5
	35-39	17,222	21,201	38,423	55.2	35-39	15,263	19,664	34,927	56.3
	40-44	21,877	21,956	43,833	50.1	40-44	19,581	21,588	41,169	52.4
	45-49	23,936	17,954	41,890	42.9	45-49	22,115	18,439	40,554	45.5
	50-54	14,134	8,630	22,764	37.9	50-54	14,017	9,325	23,342	39.9
	55-59	7,117	4,047	11,164	36.3	55-59	6,626	4,063	10,689	38.0
	60-64	2,478	1,307	3,785	34.5	60-64	2,073	1,181	3,254	36.3
	65-69	546	223	769	29.0	65-69	460	171	631	27.1
	70+	104	62	166	37.3	70+	73	50	123	40.7
		<b>107,379</b>	<b>100,598</b>	<b>207,977</b>	<b>48.4</b>		<b>97,201</b>	<b>97,193</b>	<b>194,394</b>	<b>50.0</b>

**Note:**

March 1997 data do not include two employees due to an invalid gender code.

Employment Statistics for the Federal Public Service

**3. Annual Salary and Gender—March 1997**

Annual Salary (\$)	Full-time Indeterminate						All Employees					
	Men		Women		Total		Men		Women		Total	
	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %
<= 19,999	25	0.0	12	0.0	37	0.0	73	0.1	223	0.2	296	0.2
20,000 - 24,999	1,324	1.6	3,192	4.4	4,516	2.9	3,699	3.9	11,594	12.2	15,293	8.0
25,000 - 29,999	7,030	9.9	20,376	32.2	27,406	20.2	10,566	14.8	27,843	40.8	38,409	27.8
30,000 - 34,999	8,783	20.2	11,735	48.2	20,518	33.2	11,431	26.5	14,602	55.8	26,033	41.2
35,000 - 39,999	12,655	35.1	11,135	63.4	23,790	48.2	14,178	41.1	12,847	69.0	27,025	55.1
40,000 - 44,999	14,835	52.6	10,475	77.7	25,310	64.2	15,779	57.3	11,815	81.2	27,594	69.3
45,000 - 49,999	10,247	64.7	5,881	85.8	16,128	74.4	10,863	68.5	6,824	88.2	17,687	78.4
50,000 - 54,999	6,829	72.7	3,514	90.6	10,343	81.0	7,102	75.8	3,988	92.3	11,090	84.1
55,000 - 59,999	7,112	81.1	2,563	94.1	9,675	87.1	7,210	83.2	2,800	95.2	10,010	89.2
60,000 - 64,999	4,590	86.5	1,645	96.3	6,235	91.1	4,695	88.1	1,805	97.1	6,500	92.6
65,000 - 69,999	4,178	91.4	1,176	97.9	5,354	94.4	4,229	92.4	1,236	98.3	5,465	95.4
70,000 - 74,999	2,788	94.7	612	98.7	3,400	96.6	2,823	95.3	644	99.0	3,467	97.2
75,000 - 79,999	1,660	96.7	353	99.2	2,013	97.9	1,679	97.0	367	99.4	2,046	98.2
80,000 - 84,999	1,281	98.2	229	99.5	1,510	98.8	1,307	98.4	248	99.6	1,555	99.0
85,000 - 89,999	258	98.5	80	99.6	338	99.0	276	98.7	85	99.7	361	99.2
90,000 - 94,999	607	99.2	122	99.8	729	99.5	618	99.3	128	99.9	746	99.6
95,000 - 99,999	80	99.3	31	99.9	111	99.6	82	99.4	31	99.9	113	99.6
>= 100,000	585	100.0	109	100.0	694	100.0	591	100.0	113	100.0	704	100.0
<b>Total</b>	<b>84,867</b>	<b>100.0</b>	<b>73,240</b>	<b>100.0</b>	<b>158,107</b>	<b>100.0</b>	<b>97,201</b>	<b>100.0</b>	<b>97,193</b>	<b>100.0</b>	<b>194,394</b>	<b>100.0</b>

**Note:**

March 1997 data do not include two employees due to an invalid gender code.

Employment Statistics for the Federal Public Service

**3a. Annual Salary and Gender—March 1996**

Annual Salary (\$)	Full-time Indeterminate						All Employees					
	Men		Women		Total		Men		Women		Total	
	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %
<= 19,999	58	0.1	32	0.0	90	0.1	101	0.1	375	0.4	476	0.2
20,000 - 24,999	1,713	1.9	4,222	5.5	5,935	3.5	4,171	4.0	12,223	12.5	16,394	8.1
25,000 - 29,999	8,353	10.6	22,940	35.0	31,293	21.6	11,993	15.1	30,278	42.6	42,271	28.4
30,000 - 34,999	9,757	20.9	12,108	50.6	21,865	34.2	12,087	26.4	14,521	57.1	26,608	41.2
35,000 - 39,999	14,372	35.9	11,459	65.3	25,831	49.2	15,900	41.2	13,217	70.2	29,117	55.2
40,000 - 44,999	16,627	53.4	10,758	79.2	27,385	65.0	17,516	57.5	12,031	82.2	29,547	69.4
45,000 - 49,999	10,897	64.8	5,875	86.8	16,772	74.7	11,493	68.2	6,722	88.8	18,215	78.2
50,000 - 54,999	7,755	73.0	3,555	91.3	11,310	81.2	8,001	75.7	4,022	92.8	12,023	84.0
55,000 - 59,999	7,697	81.1	2,488	94.5	10,185	87.1	7,808	82.9	2,688	95.5	10,496	89.0
60,000 - 64,999	4,904	86.2	1,634	96.6	6,538	90.9	4,987	87.6	1,774	97.3	6,761	92.3
65,000 - 69,999	4,701	91.1	1,153	98.1	5,854	94.3	4,756	92.0	1,218	98.5	5,974	95.1
70,000 - 74,999	4,046	95.4	688	99.0	4,734	97.0	4,085	95.8	714	99.2	4,799	97.5
75,000 - 79,999	1,373	96.8	253	99.3	1,626	97.9	1,386	97.1	272	99.5	1,658	98.3
80,000 - 84,999	1,398	98.3	179	99.6	1,577	98.9	1,426	98.4	194	99.7	1,620	99.0
85,000 - 89,999	389	98.7	114	99.7	503	99.2	408	98.8	115	99.8	523	99.3
90,000 - 94,999	566	99.3	104	99.8	670	99.5	575	99.4	109	99.9	684	99.6
95,000 - 99,999	168	99.5	40	99.9	208	99.7	170	99.5	42	99.9	212	99.7
>= 100,000	511	100.0	81	100.0	592	100.0	516	100.0	83	100.0	599	100.0
<b>Total</b>	<b>95,285</b>	<b>100.0</b>	<b>77,683</b>	<b>100.0</b>	<b>172,968</b>	<b>100.0</b>	<b>107,379</b>	<b>100.0</b>	<b>100,598</b>	<b>100.0</b>	<b>207,977</b>	<b>100.0</b>

Employment Statistics for the Federal Public Service

4. Occupational Category, Employment Type and Gender

Occupational Category	Employment type	MARCH 1996					MARCH 1997				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Executive	<b>Full-time</b>										
	Indeterminate	2,668	78.8	719	21.2	3,387	2,503	77.1	743	22.9	3,246
	Seasonal	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified period < 3 months	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified period => 3 months	4	66.7	2	33.3	6	6	75.0	2	25.0	8
	Casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Extended casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	<b>Sub-total</b>	<b>2,672</b>	<b>78.8</b>	<b>721</b>	<b>21.2</b>	<b>3,393</b>	<b>2,509</b>	<b>77.1</b>	<b>745</b>	<b>22.9</b>	<b>3,254</b>
	<b>Part-time</b>										
	Indeterminate	2	33.3	4	66.7	6	1	25.0	3	75.0	4
	Seasonal	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified period < 3 months	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified period => 3 months	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0
Extended casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0	
<b>Sub-total</b>	<b>2</b>	<b>33.3</b>	<b>4</b>	<b>66.7</b>	<b>6</b>	<b>1</b>	<b>25.0</b>	<b>3</b>	<b>75.0</b>	<b>4</b>	
<b>Total</b>	<b>2,674</b>	<b>78.7</b>	<b>725</b>	<b>21.3</b>	<b>3,399</b>	<b>2,510</b>	<b>77.0</b>	<b>748</b>	<b>23.0</b>	<b>3,258</b>	

## Employment Statistics for the Federal Public Service

## 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1996					MARCH 1997				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Scientific and Professional	<b>Full-time</b>										
	Indeterminate	15,803	73.2	5,783	26.8	21,586	15,022	72.6	5,661	27.4	20,683
	Seasonal	16	88.9	2	11.1	18	12	92.3	1	7.7	13
	Specified period < 3 months	19	23.8	61	76.3	80	23	35.4	42	64.6	65
	Specified period => 3 months	750	51.1	719	48.9	1,469	848	50.4	834	49.6	1,682
	Casual	26	41.9	36	58.1	62	56	47.1	63	52.9	119
	Extended casual	5	0.0	4	0.0	9	2	22.2	7	77.8	9
	<b>Sub-total</b>	<b>16,619</b>	<b>71.6</b>	<b>6,605</b>	<b>28.4</b>	<b>23,224</b>	<b>15,963</b>	<b>70.7</b>	<b>6,608</b>	<b>29.3</b>	<b>22,571</b>
	<b>Part-time</b>										
	Indeterminate	85	13.0	567	87.0	652	88	13.2	577	86.8	665
	Seasonal	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified period < 3 months	9	29.0	22	71.0	31	8	16.0	42	84.0	50
	Specified period => 3 months	51	26.6	141	73.4	192	59	24.5	182	75.5	241
	Casual	9	25.7	26	74.3	35	12	30.0	28	70.0	40
Extended casual	3	0.0	24	0.0	27	0	0.0	7	100.0	7	
<b>Sub-total</b>	<b>157</b>	<b>16.8</b>	<b>780</b>	<b>83.2</b>	<b>937</b>	<b>167</b>	<b>16.7</b>	<b>836</b>	<b>83.3</b>	<b>1,003</b>	
<b>Total</b>	<b>16,776</b>	<b>69.4</b>	<b>7,385</b>	<b>30.6</b>	<b>24,161</b>	<b>16,130</b>	<b>68.4</b>	<b>7,444</b>	<b>31.6</b>	<b>23,574</b>	

Employment Statistics for the Federal Public Service

4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1996					MARCH 1997				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Administrative and Foreign Service	<b>Full-time</b>										
	Indeterminate	33,477	51.3	31,756	48.7	65,233	32,136	50.5	31,556	49.5	63,692
	Seasonal	32	39.0	50	61.0	82	48	42.9	64	57.1	112
	Specified period < 3 months	85	54.1	72	45.9	157	78	47.3	87	52.7	165
	Specified period => 3 months	1,717	45.2	2,078	54.8	3,795	1,801	46.2	2,100	53.8	3,901
	Casual	89	56.3	69	43.7	158	147	55.9	116	44.1	263
	Extended casual	12	0.0	7	0.0	19	16	53.3	14	46.7	30
	<b>Sub-total</b>	<b>35,412</b>	<b>51.0</b>	<b>34,032</b>	<b>49.0</b>	<b>69,444</b>	<b>34,226</b>	<b>50.2</b>	<b>33,937</b>	<b>49.8</b>	<b>68,163</b>
	<b>Part-time</b>										
	Indeterminate	214	11.5	1,651	88.5	1,865	198	11.1	1,591	88.9	1,789
	Seasonal	0	0.0	2	100.0	2	0	0.0	0	0.0	0
	Specified period < 3 months	27	48.2	29	51.8	56	36	51.4	34	48.6	70
	Specified period => 3 months	88	33.8	172	66.2	260	129	36.9	221	63.1	350
	Casual	16	51.6	15	48.4	31	27	62.8	16	37.2	43
Extended casual	4	0.0	8	0.0	12	9	60.0	6	40.0	15	
<b>Sub-total</b>	<b>349</b>	<b>15.7</b>	<b>1,877</b>	<b>84.3</b>	<b>2,226</b>	<b>399</b>	<b>17.6</b>	<b>1,868</b>	<b>82.4</b>	<b>2,267</b>	
<b>Total</b>	<b>35,761</b>	<b>49.9</b>	<b>35,909</b>	<b>50.1</b>	<b>71,670</b>	<b>34,625</b>	<b>49.2</b>	<b>35,805</b>	<b>50.8</b>	<b>70,430</b>	



Employment Statistics for the Federal Public Service

4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1996					MARCH 1997				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Technical	<b>Full-time</b>										
	Indeterminate	17,615	82.5	3,748	17.5	21,363	12,460	79.5	3,221	20.5	15,681
	Seasonal	364	80.9	86	19.1	450	338	82.2	73	17.8	411
	Specified period < 3 months	90	65.7	47	34.3	137	75	72.1	29	27.9	104
	Specified period => 3 months	775	57.4	575	42.6	1,350	901	57.8	657	42.2	1,558
	Casual	133	59.6	90	40.4	223	193	61.9	119	38.1	312
	Extended casual	21	0.0	14	0.0	35	25	54.3	21	45.7	46
	<b>Sub-total</b>	<b>18,998</b>	<b>80.6</b>	<b>4,560</b>	<b>19.4</b>	<b>23,558</b>	<b>13,992</b>	<b>77.3</b>	<b>4,120</b>	<b>22.7</b>	<b>18,112</b>
	<b>Part-time</b>										
	Indeterminate	23	12.2	166	87.8	189	24	14.0	147	86.0	171
	Seasonal	5	35.7	9	64.3	14	5	31.3	11	68.8	16
	Specified period < 3 months	11	61.1	7	38.9	18	7	43.8	9	56.3	16
	Specified period => 3 months	33	29.7	78	70.3	111	45	36.0	80	64.0	125
	Casual	14	42.4	19	57.6	33	24	42.9	32	57.1	56
Extended casual	6	0.0	4	0.0	10	2	25.0	6	75.0	8	
<b>Sub-total</b>	<b>92</b>	<b>24.5</b>	<b>283</b>	<b>75.5</b>	<b>375</b>	<b>107</b>	<b>27.3</b>	<b>285</b>	<b>72.7</b>	<b>392</b>	
<b>Total</b>	<b>19,090</b>	<b>79.8</b>	<b>4,843</b>	<b>20.2</b>	<b>23,933</b>	<b>14,099</b>	<b>76.2</b>	<b>4,405</b>	<b>23.8</b>	<b>18,504</b>	

Employment Statistics for the Federal Public Service

4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1996					MARCH 1997				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Administrative Support	<b>Full-time</b>										
	Indeterminate	6,135	15.7	33,026	84.3	39,161	5,643	16.0	29,686	84.0	35,329
	Seasonal	12	7.9	139	92.1	151	12	9.3	117	90.7	129
	Specified period < 3 months	268	21.0	1,011	79.0	1,279	312	20.4	1,221	79.6	1,533
	Specified period => 3 months	1,777	17.5	8,349	82.5	10,126	1,885	18.3	8,424	81.7	10,309
	Casual	226	16.2	1,165	83.8	1,391	321	16.6	1,610	83.4	1,931
	Extended casual	37	21.5	135	78.5	172	37	19.6	152	80.4	189
	<b>Sub-total</b>	<b>8,455</b>	<b>16.2</b>	<b>43,825</b>	<b>83.8</b>	<b>52,280</b>	<b>8,210</b>	<b>16.6</b>	<b>41,210</b>	<b>83.4</b>	<b>49,420</b>
	<b>Part-time</b>										
	Indeterminate	67	3.1	2,089	96.9	2,156	64	3.4	1,825	96.6	1,889
	Seasonal	0	0.0	5	100.0	5	0	0.0	5	100.0	5
	Specified period < 3 months	52	13.8	325	86.2	377	122	18.3	544	81.7	666
	Specified period => 3 months	214	12.6	1,488	87.4	1,702	256	15.9	1,356	84.1	1,612
	Casual	47	22.6	161	77.4	208	52	18.1	236	81.9	288
Extended casual	15	34.9	28	65.1	43	5	12.5	35	87.5	40	
<b>Sub-total</b>	<b>395</b>	<b>8.8</b>	<b>4,096</b>	<b>91.2</b>	<b>4,491</b>	<b>499</b>	<b>11.1</b>	<b>4,001</b>	<b>88.9</b>	<b>4,500</b>	
<b>Total</b>	<b>8,850</b>	<b>15.6</b>	<b>47,921</b>	<b>84.4</b>	<b>56,771</b>	<b>8,709</b>	<b>16.2</b>	<b>45,211</b>	<b>83.8</b>	<b>53,920</b>	

## Employment Statistics for the Federal Public Service

## 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1996					MARCH 1997				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Operational	<b>Full-time</b>										
	Indeterminate	19,587	88.1	2,651	11.9	22,238	17,103	87.8	2,373	12.2	19,476
	Seasonal	532	85.1	93	14.9	625	490	86.1	79	13.9	569
	Specified period < 3 months	332	91.2	32	8.8	364	236	78.9	63	21.1	299
	Specified period => 3 months	1,977	83.1	402	16.9	2,379	1,816	80.7	434	19.3	2,250
	Casual	1,327	84.3	248	15.7	1,575	1,061	82.6	224	17.4	1,285
	Extended casual	179	88.6	23	11.4	202	108	81.8	24	18.2	132
	<b>Sub-total</b>	<b>23,934</b>	<b>87.4</b>	<b>3,449</b>	<b>12.6</b>	<b>27,383</b>	<b>20,814</b>	<b>86.7</b>	<b>3,197</b>	<b>13.3</b>	<b>24,011</b>
	<b>Part-time</b>										
	Indeterminate	73	30.9	163	69.1	236	71	37.2	120	62.8	191
	Seasonal	21	58.3	15	41.7	36	23	60.5	15	39.5	38
	Specified period < 3 months	25	49.0	26	51.0	51	18	31.0	40	69.0	58
	Specified period => 3 months	98	59.8	66	40.2	164	110	47.6	121	52.4	231
	Casual	62	43.4	81	56.6	143	81	51.9	75	48.1	156
	Extended casual	15	50.0	15	50.0	30	11	47.8	12	52.2	23
<b>Sub-total</b>	<b>294</b>	<b>44.5</b>	<b>366</b>	<b>55.5</b>	<b>660</b>	<b>314</b>	<b>45.1</b>	<b>383</b>	<b>54.9</b>	<b>697</b>	
<b>Total</b>	<b>24,228</b>	<b>86.4</b>	<b>3,815</b>	<b>13.6</b>	<b>28,043</b>	<b>21,128</b>	<b>85.5</b>	<b>3,580</b>	<b>14.5</b>	<b>24,708</b>	

Employment Statistics for the Federal Public Service

4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1996					MARCH 1997				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
<b>Grand Total</b>	<b>Full-time</b>										
	Indeterminate	95,285	55.1	77,683	44.9	172,968	84,867	53.7	73,240	46.3	158,107
	Seasonal	956	72.1	370	27.9	1,326	900	72.9	334	27.1	1,234
	Specified period < 3 months	794	39.4	1,223	60.6	2,017	724	33.4	1,442	66.6	2,166
	Specified period => 3 months	7,000	36.6	12,125	63.4	19,125	7,257	36.8	12,451	63.2	19,708
	Casual	1,801	52.8	1,608	47.2	3,409	1,778	45.5	2,132	54.5	3,910
	Extended casual	254	58.1	183	41.9	437	188	46.3	218	53.7	406
	<b>Sub-total</b>	<b>106,090</b>	<b>53.2</b>	<b>93,192</b>	<b>46.8</b>	<b>199,282</b>	<b>95,714</b>	<b>51.6</b>	<b>89,817</b>	<b>48.4</b>	<b>185,531</b>
	<b>Part-time</b>										
	Indeterminate	464	9.1	4,640	90.9	5,104	446	9.5	4,263	90.5	4,709
	Seasonal	26	45.6	31	54.4	57	28	47.5	31	52.5	59
	Specified period < 3 months	124	23.3	409	76.7	533	191	22.2	669	77.8	860
	Specified period => 3 months	484	19.9	1,945	80.1	2,429	599	23.4	1,960	76.6	2,559
	Casual	148	32.9	302	67.1	450	196	33.6	387	66.4	583
	Extended casual	43	35.2	79	64.8	122	27	29.0	66	71.0	93
	<b>Sub-total</b>	<b>1,289</b>	<b>14.8</b>	<b>7,406</b>	<b>85.2</b>	<b>8,695</b>	<b>1,487</b>	<b>16.8</b>	<b>7,376</b>	<b>83.2</b>	<b>8,863</b>
	<b>PS Total</b>	<b>107,379</b>	<b>51.6</b>	<b>100,598</b>	<b>48.4</b>	<b>207,977</b>	<b>97,201</b>	<b>50.0</b>	<b>97,193</b>	<b>50.0</b>	<b>194,394</b>

Note:

March 1997 data do not include two employees due to an invalid gender code.

Employment Statistics for the Federal Public Service

5. Occupational Category, Group and Gender (definitions pages 89-92)

Occupational Category		MARCH 1996				MARCH 1997			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Executive	EX	2,671	725	21.3	3,396	2,506	748	23.0	3,254
	GX	3	0	0.0	3	4	0	0.0	4
	<b>Sub-total</b>	<b>2,674</b>	<b>725</b>	<b>21.3</b>	<b>3,399</b>	<b>2,510</b>	<b>748</b>	<b>23.0</b>	<b>3,258</b>
Scientific and Professional	AC	3	1	25.0	4	6	2	25.0	8
	AG	184	69	27.3	253	169	68	28.7	237
	AR	220	48	17.9	268	193	45	18.9	238
	AU	3,940	1,233	23.8	5,173	3,879	1,250	24.4	5,129
	BI	864	422	32.8	1,286	866	462	34.8	1,328
	CH	347	167	32.5	514	337	160	32.2	497
	DE	10	0	0.0	10	9	0	0.0	9
	DS	401	41	9.3	442	384	41	9.6	425
	ED	445	485	52.2	930	380	403	51.5	783
	EN	2,357	222	8.6	2,579	2,061	194	8.6	2,255
	ES	1,910	936	32.9	2,846	1,908	1,006	34.5	2,914
	FO	102	14	12.1	116	97	13	11.8	110
	HE	0	30	100.0	30	0	21	100.0	21
	HR	164	97	37.2	261	155	88	36.2	243
	LA	800	637	44.3	1,437	804	683	45.9	1,487
	LS	127	342	72.9	469	119	339	74.0	458
MA	164	92	35.9	256	169	91	35.0	260	
MD	175	57	24.6	232	152	55	26.6	207	
MT	461	66	12.5	527	450	69	13.3	519	

Employment Statistics for the Federal Public Service

**5. Occupational Category, Group and Gender** (definitions pages 89-92) (cont'd)

Occupational Category	MARCH 1996				MARCH 1997			
	<u>Men</u>	<u>Women</u>	<u>% of Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>% of Women</u>	<u>Total</u>
<b>Scientific and Professional (cont'd)</b>								
<b>NU</b>	216	1,334	86.1	1,550	234	1,343	85.2	1,577
<b>OP</b>	4	32	88.9	36	3	27	90.0	30
<b>PC</b>	1,036	379	26.8	1,415	1,030	392	27.6	1,422
<b>PH</b>	13	20	60.6	33	10	20	66.7	30
<b>PS</b>	126	76	37.6	202	139	94	40.3	233
<b>SE</b>	1,751	234	11.8	1,985	1,654	236	12.5	1,890
<b>SG</b>	384	210	35.4	594	360	192	34.8	552
<b>SW</b>	33	25	43.1	58	30	24	44.4	54
<b>UT</b>	138	8	5.5	146	143	8	5.3	151
<b>VM</b>	401	108	21.2	509	389	118	23.3	507
<b>Sub-total</b>	<b>16,776</b>	<b>7,385</b>	<b>30.6</b>	<b>24,161</b>	<b>16,130</b>	<b>7,444</b>	<b>31.6</b>	<b>23,574</b>

Employment Statistics for the Federal Public Service

5. Occupational Category, Group and Gender (definitions pages 89-92) (cont'd)

Occupational Category		MARCH 1996				MARCH 1997			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Administrative and Foreign Service	AS	5,574	8,737	61.1	14,311	5,177	8,621	62.5	13,798
	CO	1,396	553	28.4	1,949	1,385	586	29.7	1,971
	CS	5,542	2,131	27.8	7,673	5,848	2,314	28.4	8,162
	FI	1,542	1,000	39.3	2,542	1,435	975	40.5	2,410
	FS	814	299	26.9	1,113	773	294	27.6	1,067
	IS	615	959	60.9	1,574	586	1,021	63.5	1,607
	MM	146	168	53.5	314	109	146	57.3	255
	OM	211	178	45.8	389	191	186	49.3	377
	PE	1,012	1,962	66.0	2,974	890	1,903	68.1	2,793
	PG	1,186	966	44.9	2,152	1,074	916	46.0	1,990
	PM	16,321	17,604	51.9	33,925	15,771	17,442	52.5	33,213
	TR	370	496	57.3	866	349	475	57.6	824
	WP	1,032	856	45.3	1,888	1,037	926	47.2	1,963
<b>Sub-total</b>	<b>35,761</b>	<b>35,909</b>	<b>50.1</b>	<b>71,670</b>	<b>34,625</b>	<b>35,805</b>	<b>50.8</b>	<b>70,430</b>	

Employment Statistics for the Federal Public Service

5. Occupational Category, Group and Gender (definitions pages 89-92) (cont'd)

Occupational Category		MARCH 1996				MARCH 1997			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Technical	AI	2,171	159	6.8	2,330	11	0	0.0	11
	AO	527	33	5.9	560	443	32	6.7	475
	DD	546	189	25.7	735	441	167	27.5	608
	EG	5,063	1,533	23.2	6,596	4,723	1,540	24.6	6,263
	EL	2,268	59	2.5	2,327	1,274	40	3.0	1,314
	EU	4	0	0.0	4	3	0	0.0	3
	GT	2,311	783	25.3	3,094	1,927	660	25.5	2,587
	PI	1,819	316	14.8	2,135	1,779	323	15.4	2,102
	PY	36	4	10.0	40	29	4	12.1	33
	RO	1,070	165	13.4	1,235	278	36	11.5	314
	SI	1,090	1,474	57.5	2,564	1,179	1,479	55.6	2,658
	SO	1,030	48	4.5	1,078	905	40	4.2	945
	TI	1,155	80	6.5	1,235	1,107	84	7.1	1,191
Sub-total		<b>19,090</b>	<b>4,843</b>	<b>20.2</b>	<b>23,933</b>	<b>14,099</b>	<b>4,405</b>	<b>23.8</b>	<b>18,504</b>
Administrative Support	CM	102	47	31.5	149	71	35	33.0	106
	CR	8,068	38,111	82.5	46,179	8,018	36,661	82.1	44,679
	DA	507	2,281	81.8	2,788	465	2,165	82.3	2,630
	OE	62	75	54.7	137	41	46	52.9	87
	ST	111	7,407	98.5	7,518	114	6,304	98.2	6,418
	Sub-total		<b>8,850</b>	<b>47,921</b>	<b>84.4</b>	<b>56,771</b>	<b>8,709</b>	<b>45,211</b>	<b>83.8</b>



Employment Statistics for the Federal Public Service

5. Occupational Category, Group and Gender (definitions pages 89-92) (cont'd)

Occupational Category		MARCH 1996				MARCH 1997			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Operational	CX	3,868	856	18.1	4,724	3,937	962	19.6	4,899
	FR	874	13	1.5	887	687	9	1.3	696
	GL	10,373	432	4.0	10,805	8,665	433	4.8	9,098
	GS	3,989	1,864	31.8	5,853	3,297	1,515	31.5	4,812
	HP	947	15	1.6	962	753	11	1.4	764
	HS	404	431	51.6	835	350	453	56.4	803
	LI	163	3	1.8	166	129	2	1.5	131
	PR	82	81	49.7	163	67	80	54.4	147
	SC	1,667	76	4.4	1,743	1,528	72	4.5	1,600
	SR	1,861	44	2.3	1,905	1,715	43	2.4	1,758
	Sub-total	24,228	3,815	13.6	28,043	21,128	3,580	14.5	24,708
Grand Total	107,379	100,598	48.4	207,977	97,201	97,193	50.0	194,394	

Notes:

- March 1997 data do not include two employees due to an invalid gender code.
- See Appendix for definition of occupational codes.

Employment Statistics for the Federal Public Service

**6. Region of Work, Gender and Occupational Category—March 1997**

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Newfoundland	Men	22	194	701	767	201	1,078	2,963
	Women	4	50	567	67	1,304	48	2,040
	<b>Sub-total</b>	<b>26</b>	<b>244</b>	<b>1,268</b>	<b>834</b>	<b>1,505</b>	<b>1,126</b>	<b>5,003</b>
Prince Edward Island	Men	28	72	433	164	229	157	1,083
	Women	7	35	528	36	785	9	1,400
	<b>Sub-total</b>	<b>35</b>	<b>107</b>	<b>961</b>	<b>200</b>	<b>1,014</b>	<b>166</b>	<b>2,483</b>
Nova Scotia	Men	62	701	1,219	1,321	324	3,065	6,692
	Women	8	234	1,096	195	2,149	223	3,905
	<b>Sub-total</b>	<b>70</b>	<b>935</b>	<b>2,315</b>	<b>1,516</b>	<b>2,473</b>	<b>3,288</b>	<b>10,597</b>
New Brunswick	Men	46	359	1,012	466	248	1,057	3,188
	Women	5	117	879	86	1,747	114	2,948
	<b>Sub-total</b>	<b>51</b>	<b>476</b>	<b>1,891</b>	<b>552</b>	<b>1,995</b>	<b>1,171</b>	<b>6,136</b>
Quebec (less NCR)	Men	147	2,100	4,719	1,961	990	3,965	13,882
	Women	44	1,086	4,634	482	6,983	637	13,866
	<b>Sub-total</b>	<b>191</b>	<b>3,186</b>	<b>9,353</b>	<b>2,443</b>	<b>7,973</b>	<b>4,602</b>	<b>27,748</b>
National Capital Region: Quebec	Men	374	1,158	3,897	554	731	135	6,849
	Women	169	609	4,451	276	2,717	11	8,233
	<b>Sub-total</b>	<b>543</b>	<b>1,767</b>	<b>8,349</b>	<b>830</b>	<b>3,448</b>	<b>146</b>	<b>15,083</b>

Employment Statistics for the Federal Public Service

**6. Region of Work, Gender and Occupational Category—March 1997 (cont'd)**

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
National Capital Region: Ontario	Men	1,222	5,043	9,660	2,867	3,197	1,413	23,402
	Women	381	2,427	10,167	1,751	10,035	204	24,965
	<b>Sub-total</b>	<b>1,603</b>	<b>7,470</b>	<b>19,828</b>	<b>4,618</b>	<b>13,232</b>	<b>1,617</b>	<b>48,368</b>
Ontario (less NCR)	Men	128	2,805	5,579	1,867	1,246	3,382	15,007
	Women	47	1,176	6,122	420	7,892	775	16,432
	<b>Sub-total</b>	<b>175</b>	<b>3,981</b>	<b>11,701</b>	<b>2,287</b>	<b>9,138</b>	<b>4,157</b>	<b>31,439</b>
Manitoba	Men	52	596	1,352	603	471	847	3,921
	Women	15	309	1,284	215	2,839	246	4,908
	<b>Sub-total</b>	<b>67</b>	<b>905</b>	<b>2,636</b>	<b>818</b>	<b>3,310</b>	<b>1,093</b>	<b>8,829</b>
Saskatchewan	Men	33	442	772	460	64	796	2,567
	Women	7	215	744	132	1,160	236	2,494
	<b>Sub-total</b>	<b>40</b>	<b>657</b>	<b>1,516</b>	<b>592</b>	<b>1,224</b>	<b>1,032</b>	<b>5,061</b>
Alberta	Men	66	1,068	1,673	951	240	1,895	5,893
	Women	8	414	1,800	284	2,557	570	5,633
	<b>Sub-total</b>	<b>74</b>	<b>1,482</b>	<b>3,473</b>	<b>1,235</b>	<b>2,797</b>	<b>2,465</b>	<b>11,526</b>
British Columbia	Men	105	1,444	2,861	1,873	705	3,262	10,250
	Women	25	611	3,096	413	4,562	482	9,189
	<b>Sub-total</b>	<b>130</b>	<b>2,055</b>	<b>5,957</b>	<b>2,286</b>	<b>5,267</b>	<b>3,744</b>	<b>19,439</b>

Employment Statistics for the Federal Public Service

**6. Region of Work, Gender and Occupational Category—March 1997 (cont'd)**

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Yukon	Men	2	58	68	91	12	38	269
	Women	2	119	95	26	158	22	422
	<b>Sub-total</b>	<b>4</b>	<b>177</b>	<b>163</b>	<b>117</b>	<b>170</b>	<b>60</b>	<b>691</b>
Northwest Territories	Men	8	47	80	116	14	38	303
	Women	0	34	95	20	148	3	300
	<b>Sub-total</b>	<b>8</b>	<b>81</b>	<b>175</b>	<b>136</b>	<b>162</b>	<b>41</b>	<b>603</b>
Outside Canada	Men	215	43	599	38	37	0	932
	Women	26	8	247	2	175	0	458
	<b>Sub-total</b>	<b>241</b>	<b>51</b>	<b>846</b>	<b>40</b>	<b>212</b>	<b>0</b>	<b>1,390</b>
Grand Total	Men	2,510	16,130	34,625	14,099	8,709	21,128	97,201
	Women	748	7,444	35,805	4,405	45,211	3,580	97,193
		<b>3,258</b>	<b>23,574</b>	<b>70,430</b>	<b>18,504</b>	<b>53,920</b>	<b>24,708</b>	<b>194,394</b>

**Notes:**

- March 1997 data do not include two employees due to an invalid gender code.
- NCR stands for National Capital Region.

## Employment Statistics for the Federal Public Service

**6a. Region of Work, Gender and Occupational Category—March 1996**

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Newfoundland	Men	24	217	746	1,106	216	1,190	3,499
	Women	3	56	560	85	1,430	65	2,199
	<b>Sub-total</b>	<b>27</b>	<b>273</b>	<b>1,306</b>	<b>1,191</b>	<b>1,646</b>	<b>1,255</b>	<b>5,698</b>
Prince Edward Island	Men	29	70	415	181	201	183	1,079
	Women	7	36	469	41	727	10	1,290
	<b>Sub-total</b>	<b>36</b>	<b>106</b>	<b>884</b>	<b>222</b>	<b>928</b>	<b>193</b>	<b>2,369</b>
Nova Scotia	Men	58	750	1,237	1,505	310	3,521	7,381
	Women	9	222	1,077	194	2,241	252	3,995
	<b>Sub-total</b>	<b>67</b>	<b>972</b>	<b>2,314</b>	<b>1,699</b>	<b>2,551</b>	<b>3,773</b>	<b>11,376</b>
New Brunswick	Men	47	380	1,068	833	241	1,197	3,766
	Women	5	114	913	105	1,856	122	3,115
	<b>Sub-total</b>	<b>52</b>	<b>494</b>	<b>1,981</b>	<b>938</b>	<b>2,097</b>	<b>1,319</b>	<b>6,881</b>
Quebec (less NCR)	Men	157	2,119	4,951	2,691	1,019	4,496	15,433
	Women	32	1,062	4,887	524	7,291	630	14,426
	<b>Sub-total</b>	<b>189</b>	<b>3,181</b>	<b>9,838</b>	<b>3,215</b>	<b>8,310</b>	<b>5,126</b>	<b>29,859</b>
National Capital Region: Quebec	Men	400	1,264	4,040	599	782	167	7,252
	Women	160	636	4,399	298	2,986	16	8,495
	<b>Sub-total</b>	<b>560</b>	<b>1,900</b>	<b>8,439</b>	<b>897</b>	<b>3,768</b>	<b>183</b>	<b>15,747</b>

## Employment Statistics for the Federal Public Service

*6a. Region of Work, Gender and Occupational Category—March 1996 (cont'd)*

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
National Capital Region: Ontario	Men	1,315	5,224	9,978	3,212	3,102	1,763	24,594
	Women	386	2,420	10,215	1,781	10,401	294	25,497
	<b>Sub-total</b>	<b>1,701</b>	<b>7,644</b>	<b>20,193</b>	<b>4,993</b>	<b>13,503</b>	<b>2,057</b>	<b>50,091</b>
Ontario (less NCR)	Men	140	2,935	5,806	2,929	1,365	4,210	17,385
	Women	42	1,213	6,244	562	8,583	867	17,511
	<b>Sub-total</b>	<b>182</b>	<b>4,148</b>	<b>12,050</b>	<b>3,491</b>	<b>9,948</b>	<b>5,077</b>	<b>34,896</b>
Manitoba	Men	58	646	1,402	1,042	501	963	4,612
	Women	11	281	1,284	228	3,032	238	5,074
	<b>Sub-total</b>	<b>69</b>	<b>927</b>	<b>2,686</b>	<b>1,270</b>	<b>3,533</b>	<b>1,201</b>	<b>9,686</b>
Saskatchewan	Men	35	455	812	568	85	882	2,837
	Women	6	224	739	123	1,302	239	2,633
	<b>Sub-total</b>	<b>41</b>	<b>679</b>	<b>1,551</b>	<b>691</b>	<b>1,387</b>	<b>1,121</b>	<b>5,470</b>
Alberta	Men	72	1,094	1,699	1,550	260	2,029	6,704
	Women	8	399	1,775	358	2,787	576	5,903
	<b>Sub-total</b>	<b>80</b>	<b>1,493</b>	<b>3,474</b>	<b>1,908</b>	<b>3,047</b>	<b>2,605</b>	<b>12,607</b>
British Columbia	Men	104	1,471	2,846	2,508	700	3,523	11,152
	Women	27	584	2,915	469	4,785	479	9,259
	<b>Sub-total</b>	<b>131</b>	<b>2,055</b>	<b>5,761</b>	<b>2,977</b>	<b>5,485</b>	<b>4,002</b>	<b>20,411</b>

Employment Statistics for the Federal Public Service

**6a. Region of Work, Gender and Occupational Category—March 1996 (cont'd)**

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Yukon	Men	4	55	70	129	12	63	333
	Women	2	95	92	30	153	22	394
	<b>Sub-total</b>	<b>6</b>	<b>150</b>	<b>162</b>	<b>159</b>	<b>165</b>	<b>85</b>	<b>727</b>
Northwest Territories	Men	7	53	73	197	17	41	388
	Women	0	34	100	44	150	5	333
	<b>Sub-total</b>	<b>7</b>	<b>87</b>	<b>173</b>	<b>241</b>	<b>167</b>	<b>46</b>	<b>721</b>
Outside Canada	Men	224	43	618	40	39	0	964
	Women	27	9	240	1	197	0	474
	<b>Sub-total</b>	<b>251</b>	<b>52</b>	<b>858</b>	<b>41</b>	<b>236</b>	<b>0</b>	<b>1,438</b>
Grand Total	Men	2,674	16,776	35,761	19,090	8,850	24,228	107,379
	Women	725	7,385	35,909	4,843	47,921	3,815	100,598
		<b>3,399</b>	<b>24,161</b>	<b>71,670</b>	<b>23,933</b>	<b>56,771</b>	<b>28,043</b>	<b>207,977</b>

**Note:**

NCR stands for National Capital Region.

**Employment Statistics for the Federal Public Service****7. Department/Agency and Gender**

<u>Department/Agency</u>	MARCH 1996			MARCH 1997		
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Agriculture and Agri-Food Canada	5,504	3,349	8,853	5,268	3,329	8,597
Atlantic Canada Opportunities Agency	185	168	353	186	168	354
Canada Information Office <sup>5</sup>	0	0	0	12	28	40
Canada Labour Relations Board	27	60	87	26	54	80
Canadian Artists and Producers Professional Relations Tribunal	3	4	7	3	5	8
Canadian Centre for Management Development	34	83	117	28	70	98
Canadian Dairy Commission	27	30	57	33	34	67
Canadian Grain Commission	497	214	711	536	240	776
Canadian Heritage	2,774	2,257	5,031	2,593	2,097	4,690
Canadian Human Rights Commission	66	118	184	63	112	175
Canadian Intergovernmental Conference Secretariat	11	11	22	11	12	23
Canadian International Development Agency	522	638	1,160	541	660	1,201
Canadian International Trade Tribunal	40	41	81	40	43	83
Canadian Radio-television and Telecommunications Commission	174	222	396	171	225	396
Canadian Space Agency	181	112	293	199	113	312
Citizenship and Immigration Canada	1,687	2,519	4,206	1,585	2,398	3,983
Civil Aviation Tribunal of Canada	1	4	5	1	3	4
Copyright Board Canada	4	2	6	4	2	6
Correctional Service of Canada	7,289	4,228	11,517	7,445	4,557	12,002
Department of Finance Canada	364	361	725	347	347	694
Department of Justice Canada	928	1,446	2,374	932	1,499	2,431
Emergency Preparedness Canada <sup>6</sup>	51	35	86	0	0	0

<sup>5</sup> The Canada Information Office was created on July 9, 1996 under Order-in-Council 1996-1066.

<sup>6</sup> Emergency Preparedness Canada was fully incorporated into National Defence on April 1, 1996.



**Employment Statistics for the Federal Public Service**

**7. Department/Agency and Gender (cont'd)**

<u>Department/Agency</u>	MARCH 1996			MARCH 1997		
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Environment Canada	3,153	1,605	4,758	3,048	1,622	4,670
Federal Office of Regional Development (Quebec)	115	120	235	115	119	234
Fisheries and Oceans	7,556	2,455	10,011	7,291	2,601	9,892
Foreign Affairs and International Trade Canada	2,048	1,762	3,810	2,018	1,787	3,805
Hazardous Materials Information Review Commission Canada	8	5	13	9	5	14
Health Canada	2,240	3,928	6,168	2,219	4,034	6,253
Human Resources Development Canada	7,150	16,771	23,921	6,859	16,150	23,009
Immigration and Refugee Board	302	525	827	313	532	845
Indian and Northern Affairs Canada	1,343	1,868	3,211	1,349	1,864	3,213
Industry Canada	2,649	2,158	4,807	2,606	2,193	4,799
International Joint Commission	18	16	34	16	14	30
NAFTA Secretariat—Canadian Section	6	1	7	6	1	7
National Archives of Canada	386	333	719	365	318	683
National Defence (civilian staff)	15,924	7,959	23,883	13,712	6,944	20,656
National Farm Products Council	7	9	16	7	8	15
National Library of Canada	148	334	482	145	329	474
National Parole Board	57	224	281	59	226	285
National Transportation Agency of Canada	149	190	339	111	149	260
Natural Resources Canada	2,781	1,521	4,302	2,569	1,439	4,008
Office of the Chief Electoral Officer	87	87	174	134	117	251
Office of the Commissioner for Federal Judicial Affairs	19	23	42	22	31	53
Office of the Commissioner of Official Languages	63	72	135	60	68	128
Office of the Comptroller General of Canada <sup>7</sup>	1	0	1	0	0	0

<sup>7</sup> The Office of the Comptroller General of Canada was amalgamated into the Treasury Board of Canada Secretariat as part of the 1993 departmental restructuring. In March 1996, the Pay System still showed one employee under that departmental heading.

**Employment Statistics for the Federal Public Service**

**7. Department/Agency and Gender (cont'd)**

<u>Department/Agency</u>	MARCH 1996			MARCH 1997		
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Office of the Coordinator Status of Women Canada	2	75	77	3	97	100
Office of the Governor General's Secretary	47	70	117	49	67	116
Offices of the Information and Privacy Commissioners	39	43	82	36	46	82
Patented Medicine Prices Review Board Canada	12	18	30	13	16	29
Prairie Farm Rehabilitation Administration	514	214	728	474	195	669
Privy Council Office	212	338	550	225	329	554
Public Service Commission of Canada	558	1,009	1,567	467	834	1,301
Public Works and Government Services Canada	7,059	6,223	13,282	6,352	5,706	12,058
Registry of the Competition Tribunal	4	8	12	4	10	14
Registry of the Federal Court of Canada	152	276	428	149	275	424
Registry of the Tax Court of Canada	46	83	129	44	83	127
Revenue Canada	18,008	22,666	40,674	18,011	22,775	40,786
Royal Canadian Mounted Police (civilian staff)	601	2,876	3,477	595	2,823	3,418
Solicitor General Canada	102	138	240	100	136	236
Statistics Canada	2,528	2,581	5,109	2,632	2,693	5,325
Supreme Court of Canada	58	86	144	60	87	147
Transport Canada <sup>8</sup>	9,158	3,382	12,540	3,270	1,803	5,073
Transportation Safety Board of Canada	163	81	244	148	73	221
Treasury Board of Canada, Secretariat	302	360	662	290	348	638
Veterans Affairs Canada	1,095	2,050	3,145	1,081	2,102	3,183
Western Economic Diversification Canada	140	153	293	141	148	289
<b>Grand Total</b>	<b>107,379</b>	<b>100,598</b>	<b>207,977</b>	<b>97,201</b>	<b>97,193</b>	<b>194,394</b>

<sup>8</sup> Approximately 5,700 employees of Transport Canada's Air Navigation System were transferred to Nav Canada. In addition, some 800 employees no longer fall under Transport Canada as a result of the privatization of various airports, including Toronto's Pearson International Airport.

Employment Statistics for the Federal Public Service

**8. Region of Work and Gender**

<u>Region of Work</u>	MARCH 1996				MARCH 1997			
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% by Region</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% by Region</u>
Newfoundland	3,499	2,199	5,698	2.7	2,963	2,040	5,003	2.6
Prince Edward Island	1,079	1,290	2,369	1.1	1,083	1,400	2,483	1.3
Nova Scotia	7,381	3,995	11,376	5.5	6,692	3,905	10,597	5.5
New Brunswick	3,766	3,115	6,881	3.3	3,188	2,948	6,136	3.2
Quebec (less NCR)	15,433	14,426	29,859	14.4	13,882	13,866	27,748	14.3
National Capital Region: Quebec	7,252	8,495	15,747	7.6	6,849	8,233	15,082	7.8
National Capital Region: Ontario	24,594	25,497	50,091	24.1	23,402	24,965	48,367	24.9
Ontario (less NCR)	17,385	17,511	34,896	16.8	15,007	16,432	31,439	16.2
Manitoba	4,612	5,074	9,686	4.7	3,921	4,908	8,829	4.5
Saskatchewan	2,837	2,633	5,470	2.6	2,567	2,494	5,061	2.6
Alberta	6,704	5,903	12,607	6.1	5,893	5,633	11,526	5.9
British Columbia	11,152	9,259	20,411	9.8	10,250	9,189	19,439	10.0
Yukon	333	394	727	0.3	269	422	691	0.4
Northwest Territories	388	333	721	0.3	303	300	603	0.3
Outside Canada	964	474	1,438	0.7	932	458	1,390	0.7
<b>Grand Total</b>	<b>107,379</b>	<b>100,598</b>	<b>207,977</b>	<b>100.0</b>	<b>97,201</b>	<b>97,193</b>	<b>194,394</b>	<b>100.0</b>

**Notes:**

- March 1997 data do not include two employees due to an invalid gender code.
- NCR stands for National Capital Region.

Employment Statistics for the Federal Public Service

**9. Region of Work, City and Gender**

<u>Province</u>	<u>City</u>	MARCH 1996			MARCH 1997		
		<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Newfoundland	St. John's	1,934	1,520	3,454	1,860	1,489	3,349
	Other NF cities		679	2,244	1,103	551	1,654
	<b>Sub-total</b>	<b>3,499</b>	<b>2,199</b>	<b>5,698</b>	<b>2,963</b>	<b>2,040</b>	<b>5,003</b>
Prince Edward Island	Charlottetown	757	813	1,570	725	827	1,552
	Other PE cities	322	477	799	358	573	931
	<b>Sub-total</b>	<b>1,079</b>	<b>1,290</b>	<b>2,369</b>	<b>1,083</b>	<b>1,400</b>	<b>2,483</b>
Nova Scotia	Halifax	5,722	2,843	8,565	5,187	2,716	7,903
	Other NS cities	1,659	1,152	2,811	1,505	1,189	2,694
	<b>Sub-total</b>	<b>7,381</b>	<b>3,995</b>	<b>11,376</b>	<b>6,692</b>	<b>3,905</b>	<b>10,597</b>
New Brunswick	Fredericton	341	386	727	316	369	685
	Moncton	1,308	1,266	2,574	1,113	1,182	2,295
	Saint John	481	379	860	425	368	793
	Other NB cities	1,636	1,084	2,720	1,334	1,029	2,363
	<b>Sub-total</b>	<b>3,766</b>	<b>3,115</b>	<b>6,881</b>	<b>3,188</b>	<b>2,948</b>	<b>6,136</b>

## Employment Statistics for the Federal Public Service

## 9. Region of Work, City and Gender (cont'd)

<u>Province</u>	<u>City</u>	MARCH 1996			MARCH 1997		
		<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Quebec	Quebec	2,697	1,971	4,668	2,438	1,862	4,300
	Hull	7,249	8,470	15,719	6,846	8,211	15,057
	Chicoutimi	436	953	1,389	382	895	1,277
	Montreal	5,353	5,361	10,714	4,712	5,147	9,859
	Rimouski	85	70	155	88	69	157
	Sherbrooke	316	326	642	307	305	612
	Trois-Rivières	66	108	174	58	92	150
	Other QC cities	6,483	5,662	12,145	5,900	5,518	11,418
	<b>Sub-total</b>	<b>22,685</b>	<b>22,921</b>	<b>45,606</b>	<b>20,731</b>	<b>22,099</b>	<b>42,830</b>
Ontario	London	614	758	1,372	566	713	1,279
	Kingston	1,798	1,241	3,039	1,694	1,215	2,909
	Kitchener-Waterloo	354	431	785	321	426	747
	Cornwall	343	207	550	160	137	297
	Ottawa	24,603	25,497	50,100	23,408	24,965	48,373
	Toronto	5,450	5,551	11,001	4,899	5,122	10,021
	St. Catharines-Niagara	524	513	1,037	508	524	1,032
	Thunder Bay	419	299	718	366	297	663
	Hamilton	522	694	1,216	475	683	1,158
	Oshawa	39	141	180	29	121	150
	Sudbury	381	1,592	1,973	344	1,582	1,926
	Windsor	425	575	1,000	392	567	959
	Other ON cities	6,507	5,509	12,016	5,247	5,045	10,292
	<b>Sub-total</b>	<b>41,979</b>	<b>43,008</b>	<b>84,987</b>	<b>38,409</b>	<b>41,397</b>	<b>79,806</b>

Employment Statistics for the Federal Public Service

9. Region of Work, City and Gender (cont'd)

<u>Province</u>	<u>City</u>	MARCH 1996			MARCH 1997		
		<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Manitoba	Winnipeg	3,503	4,158	7,661	2,875	3,963	6,838
	Other MB cities	1,109	916	2,025	1,046	945	1,991
	<b>Sub-total</b>	<b>4,612</b>	<b>5,074</b>	<b>9,686</b>	<b>3,921</b>	<b>4,908</b>	<b>8,829</b>
Saskatchewan	Regina	868	1,015	1,883	739	959	1,698
	Saskatoon	766	720	1,486	714	731	1,445
	Other SK cities	1,203	898	2,101	1,114	804	1,918
	<b>Sub-total</b>	<b>2,837</b>	<b>2,633</b>	<b>5,470</b>	<b>2,567</b>	<b>2,494</b>	<b>5,061</b>
Alberta	Calgary	1,311	1,374	2,685	1,264	1,295	2,559
	Edmonton	2,309	2,578	4,887	2,050	2,563	4,613
	Other AB cities	3,084	1,951	5,035	2,579	1,775	4,354
	<b>Sub-total</b>	<b>6,704</b>	<b>5,903</b>	<b>12,607</b>	<b>5,893</b>	<b>5,633</b>	<b>11,526</b>
British columbia	Vancouver	4,602	5,400	10,002	4,151	5,293	9,444
	Victoria	3,033	1,194	4,227	2,860	1,213	4,073
	Other BC cities	3,517	2,665	6,182	3,239	2,683	5,922
	<b>Sub-total</b>	<b>11,152</b>	<b>9,259</b>	<b>20,411</b>	<b>10,250</b>	<b>9,189</b>	<b>19,439</b>
Yukon	Whitehorse	256	284	540	205	295	500
	Other YT cities	77	110	187	64	127	191
	<b>Sub-total</b>	<b>333</b>	<b>394</b>	<b>727</b>	<b>269</b>	<b>422</b>	<b>691</b>

Employment Statistics for the Federal Public Service

**9. Region of Work, City and Gender (cont'd)**

<u>Province</u>	<u>City</u>	MARCH 1996			MARCH 1997		
		<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Northwest Territories	Yellowknife	193	238	431	167	229	396
	Other NT cities	195	95	290	136	71	207
	<b>Sub-total</b>	<b>388</b>	<b>333</b>	<b>721</b>	<b>303</b>	<b>300</b>	<b>603</b>
Outside Canada	<b>Sub-total</b>	<b>964</b>	<b>474</b>	<b>1,438</b>	<b>932</b>	<b>458</b>	<b>1,390</b>
	<b>Grand Total</b>	<b>107,379</b>	<b>100,598</b>	<b>207,977</b>	<b>97,201</b>	<b>97,193</b>	<b>194,394</b>

**Notes:**

- March 1997 data do not include two employees due to an invalid gender code.
- For the purposes of this report, the above-noted cities include the city proper and surrounding area.

Employment Statistics for the Federal Public Service

**10. Occupational Category, Employment Type and Age Band**

Occupational Category	Age Band	MARCH 1996				MARCH 1997			
		Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal	Indet. and Seasonal	Terms and Casuals	Total	% of Indet. And Seasonal
Executive	16-19	0	0	0	0.0	0	0	0	0.0
	20-24	0	0	0	0.0	0	0	0	0.0
	25-29	1	0	1	100.0	0	0	0	0.0
	30-34	10	0	10	100.0	12	0	12	100.0
	35-39	109	0	109	100.0	105	0	105	100.0
	40-44	550	0	550	100.0	457	0	457	100.0
	45-49	1,255	3	1,258	99.8	1,140	3	1,143	99.7
	50-54	960	1	961	99.9	1,030	3	1,033	99.7
	55-59	413	2	415	99.5	405	2	407	99.5
	60-64	83	0	83	100.0	91	0	91	100.0
	65-69	12	0	12	100.0	10	0	10	100.0
	70+	0	0	0	0.0	0	0	0	0.0
	<b>Sub-total</b>		<b>3,393</b>	<b>6</b>	<b>3,399</b>	<b>99.8</b>	<b>3,250</b>	<b>8</b>	<b>3,258</b>



Employment Statistics for the Federal Public Service

**10. Occupational Category, Employment Type and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997			
		Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal	Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal
Scientific and Professional	16-19	0	0	0	0.0	0	1	1	0.0
	20-24	31	57	88	35.2	34	75	109	31.2
	25-29	971	425	1,396	69.6	728	502	1,230	59.2
	30-34	2,491	486	2,977	83.7	2,273	569	2,842	80.0
	35-39	3,800	354	4,154	91.5	3,557	410	3,967	89.7
	40-44	4,488	228	4,716	95.2	4,280	267	4,547	94.1
	45-49	4,921	172	5,093	96.6	4,827	180	5,007	96.4
	50-54	3,077	86	3,163	97.3	3,222	101	3,323	97.0
	55-59	1,703	44	1,747	97.5	1,738	54	1,792	97.0
	60-64	603	21	624	96.6	553	21	574	96.3
	65-69	146	30	176	83.0	131	29	160	81.9
	70+	25	2	27	92.6	18	4	22	81.8
	<b>Sub-total</b>		<b>22,256</b>	<b>1,905</b>	<b>24,161</b>	<b>92.1</b>	<b>21,361</b>	<b>2,213</b>	<b>23,574</b>

## Employment Statistics for the Federal Public Service

**10. Occupational Category, Employment Type and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997			
		Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal	Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal
Administrative and Foreign Service	16-19	0	3	3	0.0	2	4	6	33.3
	20-24	262	358	620	42.3	271	520	791	34.3
	25-29	3,510	1,010	4,520	77.7	2,857	1,168	4,025	71.0
	30-34	8,480	852	9,332	90.9	7,814	887	8,701	89.8
	35-39	12,672	723	13,395	94.6	12,029	715	12,744	94.4
	40-44	15,972	602	16,574	96.4	15,266	628	15,894	96.0
	45-49	15,381	459	15,840	97.1	15,759	481	16,240	97.0
	50-54	7,085	261	7,346	96.4	7,830	245	8,075	97.0
	55-59	2,738	134	2,872	95.3	2,819	131	2,950	95.6
	60-64	866	54	920	94.1	774	34	808	95.8
	65-69	182	20	202	90.1	147	14	161	91.3
	70+	34	12	46	73.9	27	10	37	73.0
	<b>Sub-total</b>		<b>67,182</b>	<b>4,488</b>	<b>71,670</b>	<b>93.7</b>	<b>65,595</b>	<b>4,837</b>	<b>70,432</b>

Employment Statistics for the Federal Public Service

**10. Occupational Category, Employment Type and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997			
		Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal	Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal
Technical	16-19	8	3	11	72.7	0	2	2	0.0
	20-24	148	186	334	44.3	47	229	276	17.0
	25-29	1,134	551	1,685	67.3	454	636	1,090	41.7
	30-34	2,683	445	3,128	85.8	1,712	503	2,215	77.3
	35-39	3,793	299	4,092	92.7	2,826	335	3,161	89.4
	40-44	4,747	190	4,937	96.2	3,666	228	3,894	94.1
	45-49	4,949	130	5,079	97.4	3,724	145	3,869	96.3
	50-54	2,770	60	2,830	97.9	2,388	71	2,459	97.1
	55-59	1,282	30	1,312	97.7	1,059	45	1,104	95.9
	60-64	409	18	427	95.8	317	22	339	93.5
	65-69	76	5	81	93.8	74	7	81	91.4
	70+	17	0	17	100.0	12	2	14	85.7
	<b>Sub-total</b>		<b>22,016</b>	<b>1,917</b>	<b>23,933</b>	<b>92.0</b>	<b>16,279</b>	<b>2,225</b>	<b>18,504</b>

## Employment Statistics for the Federal Public Service

**10. Occupational Category, Employment Type and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997			
		Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal	Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal
Administrative Support	16-19	1	66	67	1.5	4	131	135	3.0
	20-24	261	1,297	1,558	16.8	131	1,464	1,595	8.2
	25-29	2,630	2,674	5,304	49.6	1,775	2,733	4,508	39.4
	30-34	5,651	2,890	8,541	66.2	4,490	2,990	7,480	60.0
	35-39	8,564	3,022	11,586	73.9	7,459	3,094	10,553	70.7
	40-44	9,015	2,295	11,310	79.7	8,501	2,614	11,115	76.5
	45-49	7,943	1,653	9,596	82.8	7,701	1,888	9,589	80.3
	50-54	4,179	814	4,993	83.7	4,305	975	5,280	81.5
	55-59	2,280	387	2,667	85.5	2,174	466	2,640	82.3
	60-64	790	159	949	83.2	696	168	864	80.6
	65-69	125	32	157	79.6	92	36	128	71.9
	70+	34	9	43	79.1	24	9	33	72.7
	<b>Sub-total</b>		<b>41,473</b>	<b>15,298</b>	<b>56,771</b>	<b>73.1</b>	<b>37,352</b>	<b>16,568</b>	<b>53,920</b>

Employment Statistics for the Federal Public Service

**10. Occupational Category, Employment Type and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997			
		Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal	Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal
Operational	16-19	1	54	55	1.8	1	29	30	3.3
	20-24	121	423	544	22.2	88	395	483	18.2
	25-29	920	706	1,626	56.6	713	682	1,395	51.1
	30-34	2,520	863	3,383	74.5	2,028	751	2,779	73.0
	35-39	4,145	942	5,087	81.5	3,558	840	4,398	80.9
	40-44	5,060	686	5,746	88.1	4,608	655	5,263	87.6
	45-49	4,492	532	5,024	89.4	4,240	466	4,706	90.1
	50-54	3,088	383	3,471	89.0	2,822	350	3,172	89.0
	55-59	1,945	206	2,151	90.4	1,619	177	1,796	90.1
	60-64	693	89	782	88.6	509	69	578	88.1
	65-69	121	20	141	85.8	75	16	91	82.4
	70+	29	4	33	87.9	13	4	17	76.5
	<b>Sub-total</b>		<b>23,135</b>	<b>4,908</b>	<b>28,043</b>	<b>82.5</b>	<b>20,274</b>	<b>4,434</b>	<b>24,708</b>

Employment Statistics for the Federal Public Service

**10. Occupational Category, Employment Type and Age Band (cont'd)**

Occupational Category	Age Band	MARCH 1996				MARCH 1997			
		Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal	Indet. and Seasonal	Terms and Casuals	Total	% of Indet. and Seasonal
Grand Total	16-19	10	126	136	7.4	7	167	174	4.0
	20-24	823	2,321	3,144	26.2	571	2,683	3,254	17.5
	25-29	9,166	5,366	14,532	63.1	6,527	5,721	12,248	53.3
	30-34	21,835	5,536	27,371	79.8	18,329	5,700	24,029	76.3
	35-39	33,083	5,340	38,423	86.1	29,534	5,394	34,928	84.6
	40-44	39,832	4,001	43,833	90.9	36,778	4,392	41,170	89.3
	45-49	38,941	2,949	41,890	93.0	37,391	3,163	40,554	92.2
	50-54	21,159	1,605	22,764	92.9	21,597	1,745	23,342	92.5
	55-59	10,361	803	11,164	92.8	9,814	875	10,689	91.8
	60-64	3,444	341	3,785	91.0	2,940	314	3,254	90.4
	65-69	662	107	769	86.1	529	102	631	83.8
	70+	139	27	166	83.7	94	29	123	76.4
	<b>Grand Total</b>		<b>179,455</b>	<b>28,522</b>	<b>207,977</b>	<b>86.3</b>	<b>164,111</b>	<b>30,285</b>	<b>194,396</b>

**Note:**

"Indet." stands for indeterminate employment.

## **SECTION 2 - Public Service Employment Reductions**

## **SECTION 2 - Public Service Employment Reductions<sup>9</sup>**

**April 1, 1995 to March 31, 1997**

### **I. Introduction**

- The February 1995 Budget announced the results of a comprehensive review of federal programs and services. The program changes and expenditure reductions are resulting in a related decrease in the size of the Public Service workforce.
- The 1995 Budget also introduced two measures that would help departments adjust, while treating affected employees fairly: the Early Retirement Incentive (ERI) and Early Departure Incentive (EDI). Neither program is open to term or casual employees.
- These programs complement existing adjustment programs, namely the Work Force Adjustment Directive, the Civilian Reduction Program (CRP) at National Defence and the Executive Employment Transition Policy. The CRP ceased March 31, 1996. Employees who opted for the CRP could leave at a later date approved by management.
- In April 1995, all federal departments could offer ERI to eligible surplus employees.
- In May 1995, guidelines were put in place to allow employees who will be declared surplus, but who want to continue working for the government, to exchange jobs with other employees willing to leave the Public Service (alternation).
- After July 15, 1995, "most affected departments" (MADs) started offering EDI, and employees were given 60 days after receiving a surplus notice to opt for this incentive.
- Canadian Heritage and the Public Service Commission were both designated as most affected on June 25, 1996.
- As of March 31, 1997, 17 departments and agencies had been designated as most affected.<sup>10</sup>

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<sup>9</sup> Where the Treasury Board is the employer.

<sup>10</sup> Agriculture and Agri-Food Canada, Canadian Heritage, Canadian Transportation Agency, Citizenship and Immigration Canada, Department of Finance Canada, Environment Canada, Fisheries and Oceans, Grain Transportation Agency, Human Resources Development Canada, Industry Canada, National Defence, Natural Resources Canada, Public Service Commission, Public Works and Government Services Canada, Transport Canada, Transportation Safety Board of Canada, and Treasury Board of Canada Secretariat.



**Employment Statistics for the Federal Public Service**

**II. Highlights for the Period of April 1, 1995 to March 31, 1997**

- Public Service separations and Public Service employment reductions are two distinct concepts. The term "separations" refers to those employees who have left the Public Service. Conversely, employment "reductions" refers to the net change in the size of the Public Service resulting from entries (or recruitment) and exits (or separations) to and from the Public Service.

***Detailed information on two-year employment reductions<sup>11</sup>*** (see table 1, p. 57):

- Overall reduction total of 31,223 (13.8 per cent), comprising
  - a **decrease** of 30,622 indeterminate and seasonal employees (15.7 per cent); and
  - a **decrease** of 601 term and casual staff (1.9 per cent).

***Detailed information on two-year employment separations<sup>11</sup>*** (see table 2, p. 58):

- Total indeterminate (and seasonal) employee separations: 38,298
  - 23,733 indeterminate employees left with a departure incentive package. Of these, 7,933 (33 per cent) received the Early Retirement Incentive (ERI).
  - 8,897 indeterminate employees left the Public Service without a departure incentive package.
  - 5,668 indeterminate employees were transferred to organizations outside the Public Service.

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<sup>11</sup> The two-year separations shown in this report refer to indeterminate and seasonal employees who were on file as of March 31, 1995 and who subsequently left the Public Service in the following 24 months. Those who were hired after March 31, 1995 and separated on or before the end of the 1996/97 fiscal year are not counted in the separation statistics for the two-year period. Consequently, if we were to simply add up the separation counts for each of the 1995/96 and 1996/97 fiscal years, we would obtain a slightly higher estimate (by about 1.2 per cent) than the two-year total shown in this report.

**Employment Statistics for the Federal Public Service**

***Two-year employment reduction characteristics (MADs)\*:***

- Most affected departments (MADs) reduced their employment by 29,938 (22.2 per cent), compared to 1,285 (1.4 per cent) for all other departments (see table 3, p. 62). In fact, non-MAD departments actually saw their employment levels rise over the last fiscal year.
- Over the last two years, the number of Executive group (EX) employees decreased by 12.8 per cent, compared to a 13.8 per cent reduction for the total Public Service workforce (see table 4, p. 64).
- The Clerical and Regulatory, General Labour and Trades, Secretarial, Stenographic and Typing, Air Traffic Control and General Services occupational groups, taken together, account for more than half of total employment reductions over the last two years (see table 4, Section 2). The transfer of Transport Canada's Air Navigation System employees to Nav Canada is responsible for the reduction of almost all of the Air Traffic Control employees, and roughly one third of the General Labour and Trades employees.
- Public Service employment in the National Capital Region has fallen by 11.4 per cent over the last two years, slightly less than the average of 13.8 per cent recorded for the entire Public Service (see table 5, p. 66).
- By March 31, 1997, the number of employees on surplus status was down to 1,044 from 2,156 two years before (see table 8, p. 70). These are employees who have received a surplus notice because their position will disappear, and have neither left the Public Service nor been placed in another position.

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\* See p. 53 – list of most affected departments.

### **III. Technical Notes**

#### ***Definitions***

As in the rest of the report, this section refers to activity in departments and agencies for which the Treasury Board is the employer (*Public Service Staff Relations Act I-I*). It does not cover employment reductions in other parts of the federal government, such as those affecting employees of the Canadian Forces, the RCMP, separate employers or Crown corporations.

Public Service separations and Public Service employment reductions are two distinct concepts. The term "separations" refers to those employees who have left the Public Service, whereas employment "reductions" refers to the net change in the size of the Public Service resulting from entries (or recruitment) and exits (or separations) to and from the Public Service.

Section 2 of this year's report covers Public Service workforce reductions and separations since the inception of Program Review—that is, over the two-year period of April 1, 1995 to March 31, 1997. Conversely, employment statistics coverage for Sections 1 and 3 is limited to the one-year period of April 1, 1996 to March 31, 1997.

#### ***Sources of data***

Most of the statistical data in Section 2 come from combining several personnel management information files. These include the Incumbent File, the Work Force Adjustment Monitoring System, the Mobility File, the Public Service Annuitant System, the Executive Employment Transition Policy database and the Civilian Reduction Program Information System, as well as information systems administered by the Public Service Commission.

Employment Statistics for the Federal Public Service

IV. Statistics

1. Public Service Employment Reductions<sup>12</sup> by Type

April 1, 1995 to March 31, 1997

	March 1995 <u>Employment</u>	Year 1 Reduction (Mar. 95 to Mar. 96)		March 1996 <u>Employment</u>	Year 2 Reduction <sup>13</sup> (Mar. 96 to Mar. 97)		March 1997 <u>Employment</u>	Two-year Reduction (Mar. 95 to Mar. 97)	
		<u>#</u>	<u>%</u>		<u>#</u>	<u>%</u>		<u>#</u>	<u>%</u>
Indeterminates <sup>14</sup>	194,733	15,278	7.8	179,455	15,344	8.6	164,111	30,622	15.7
Terms/casuals	30,886	2,364	7.7	28,522	(1,763)	(6.2)	30,285	601	1.9
<b>Total</b>	<b>225,619</b>	<b>17,642</b>	<b>7.8</b>	<b>207,977</b>	<b>13,581</b>	<b>6.5</b>	<b>194,396</b>	<b>31,223</b>	<b>13.8</b>

Notes:

- During the fiscal year 1996/97, Public Service employment fell by 13,581 employees (or 6.5 per cent) to 194,396. Since the inception of Program Review, employment has declined by 31,223 (or 13.8 per cent).
- The two-year total employment reduction (of 31,223) is accounted for by a decline of 30,622 indeterminate employees (or 15.7 per cent) and by a drop of 601 term and casual staff (or 1.9 per cent).
- Of all federal departments, Transport Canada saw its employment levels decline the most (by 61.9 per cent). This is due to the privatization of its Air Navigation System and to the devolution or privatization of various airports.
- Over the last fiscal year, term and casual employment actually increased by 1,763 employees or 6.2 per cent. It is the first time in the last five years that overall term employment has increased.

<sup>12</sup> Based on PSSRA I-I employment on the payroll at end of month.

<sup>13</sup> Numbers in brackets indicate an increase rather than a reduction.

<sup>14</sup> Also includes seasonal employees.

**Employment Statistics for the Federal Public Service**

**2. Public Service Employment Separations by Departure Program<sup>15</sup>**

Indeterminate employees only<sup>16</sup> for the period of April 1, 1995 to March 31, 1997

**Employee Status on March 31, 1995**

<b>Departure Programs</b>	<b><u>On Payroll</u></b>	<b><u>Leave Without Pay</u></b>	<b><u>Total</u></b>
Early Retirement Incentive (ERI)	7,577	356	7,933
Civilian Reduction Program (CRP)	5,506	287	5,793
Work Force Adjustment Directive (WFAD)	1,915	285	2,200
Executive Employment Transition Policy (EETP)	259	6	265
Early Departure Incentive (EDI)	6,885	657	7,542
<b><i>Sub-total</i></b>	<b>22,142</b>	<b>1,591</b>	<b>23,733</b>
<b>Devolutions, privatizations</b>	<b>5,599</b>	<b>69</b>	<b>5,668</b>
<b>Natural attrition</b>	<b>6,433</b>	<b>2,464</b>	<b>8,897</b>
<b>Total</b>	<b>34,174</b>	<b>4,124</b>	<b>38,298</b>
<b>Two-year cumulative separation rate</b>	<b>15.1%</b>	<b>34.7%</b>	<b>16.1%</b>
<b>Average annualized separation rate</b>	<b>7.6%</b>	<b>17.3%</b>	<b>8.1%</b>

<sup>15</sup> Figures in this table may be revised as more information becomes available.

<sup>16</sup> Also includes seasonal employees.

## Employment Statistics for the Federal Public Service

### Notes:

- Separation statistics include all employees who left the Public Service, whereas the reduction data take into account entries to and exits from the Public Service.
- Of the 206,035 indeterminate (and seasonal) employees either actively employed or on leave without pay in March 1995, 38,298 (or 18.6 per cent) had left the Public Service by March 31, 1997.
- A little more than 23,700 employees, or 62 per cent of those who left the Public Service over the two-year period, did so under a departure program.
- Of the five departure programs, the three main ones were the ERI, with 7,933 separations (33.4 per cent); the EDI, with 7,542 separations (31.8 per cent); and the CRP, with 5,793 separations (24.4 per cent).
- To focus on the separations that had a direct and immediate impact on the payroll, separations are broken down between those who were on the payroll at the end of last fiscal year (March 31, 1995) and those on leave without pay. Leave without pay can be taken for various reasons, such as illness or disability, maternity, education or personal reasons.
- Of the 23,733 employees who separated under a departure program, 22,142 (93.3 per cent) were on the payroll as of March 31, 1995. The remaining 1,591 were on leave without pay and thus have a potential impact on the future payroll; each year, between 3,600 and 4,200 employees return to active employment from leave-without-pay status.

**Employment Statistics for the Federal Public Service**

**2a. Public Service Employment Changes<sup>17</sup>**

**Indeterminate and seasonal employees (excluding leave without pay, terms and casuals)**

**April 1, 1995 to March 31, 1997**

<b>Employment Changes</b>	<b>Employee Count</b>	
<b>A. Separations<sup>18</sup></b>		
<b>Departure programs<sup>19</sup></b>		
Early Retirement Incentive	7,577	
Civilian Reduction Program	5,506	
Work Force Adjustment Directive	1,915	
Executive Employment Transition Policy	259	
Early Departure Incentive	6,885	
<b>Sub-total</b>	<b>22,142</b>	<b>22,142</b>
<b>Devolutions, privatizations</b>		5,599
<b>Natural attrition</b>		6,433
<b>Total Separations</b>		<b>34,174</b>
<b>B. New Indeterminate Employees</b>		
External recruitment <sup>20</sup>	(2,610)	
Net inflow of terms to indeterminate	(3,120)	
<b>Total New Indeterminate Employees</b>	<b>(5,730)</b>	<b>(5,730)</b>
<b>C. Leave Without Pay</b>		
Net outflow to leave-without-pay status		2,178
<b>Total Public Service Employment Reduction</b>		<b>30,622</b>

<sup>17</sup> For the PSSRA I-I active population at end of month.

<sup>18</sup> For active employees on the payroll on March 31, 1995.

<sup>19</sup> Separations under the adjustment programs are estimates that are subject to change as more information becomes available.

<sup>20</sup> External recruitment is measured by comparing the start and the end of the period.

**Employment Statistics for the Federal Public Service**

**Notes:**

- The number of indeterminate employees on the payroll decreased by 30,622 over the two-year period of April 1, 1995 to March 31, 1997, versus total separations of 34,174.
- The difference is due to the internal and external recruitment of new indeterminate employees, and to the net movement of employees from on payroll to leave-without-pay status.
- New indeterminate employees numbered 5,730 (with 2,610 due to external recruiting and 3,120 due to terms who became indeterminate employees). From this number, we must subtract 2,178 due to the net outflow to leave-without-pay status.
- 5,599 indeterminate employees on the payroll at March 31, 1995 saw their functions transferred to outside jurisdictions through a devolution or privatization.
- 6,433 indeterminate employees separated without any departure incentive. Such employee separations are referred to as natural attrition.



**Employment Statistics for the Federal Public Service**

**3. Public Service Reductions by Department**

April 1, 1995 to March 31, 1997

	MARCH 1995 <sup>21</sup>			MARCH 1997 <sup>21</sup>			% REDUCTION <sup>22</sup>		
	Indeter- minate <sup>23</sup>	Terms and Casuals	Total	Indeter- minate <sup>23</sup>	Terms and Casuals	Total	Indeter- minate <sup>23</sup>	Terms and Casuals	Total
<b>Most Affected Departments (MADs)</b>									
Agriculture and Agri-Food Canada <sup>24</sup>	8,875	1,237	10,112	7,577	1,689	9,266	14.6	(36.5)	8.4
Citizenship and Immigration Canada	3,605	650	4,255	3,336	647	3,983	7.5	0.5	6.4
Canadian Heritage	4,678	649	5,327	4,169	521	4,690	10.9	19.7	12.0
Canadian Transportation Agency	429	19	448	250	10	260	41.7	47.4	42.0
Department of Finance Canada	819	19	838	668	26	694	18.4	(36.8)	17.2
Environment Canada	5,004	472	5,476	4,239	431	4,670	15.3	8.7	14.7
Fisheries and Oceans <sup>25</sup>	9,751	993	10,744	8,498	1,394	9,892	12.8	(40.4)	7.9
Human Resources Development Canada	22,639	4,194	26,833	18,399	4,610	23,009	18.7	(9.9)	14.3
Industry Canada	4,948	423	5,371	4,335	464	4,799	12.4	(9.7)	10.6

<sup>21</sup> All active PSSRA I-I employees at end of month.

<sup>22</sup> Numbers in brackets indicate an increase rather than a reduction.

<sup>23</sup> Also includes seasonal employees.

<sup>24</sup> Includes the Prairie Farm Rehabilitation Administration.

<sup>25</sup> The Canadian Coast Guard is shown under Fisheries and Oceans. The Coast Guard employees were transferred from Transport Canada.

Employment Statistics for the Federal Public Service

**3. Public Service Reductions by Department (cont'd)**

April 1, 1995 to March 31, 1997

	MARCH 1995 <sup>21</sup>			MARCH 1997 <sup>21</sup>			% REDUCTION <sup>22</sup>		
	Indeter- minate <sup>23</sup>	Terms and Casuals	Total	Indeter- minate <sup>23</sup>	Terms and Casuals	Total	Indeter- minate <sup>23</sup>	Terms and Casuals	Total
<b>Most Affected Departments (MADs)</b>									
National Defence	24,676	4,222	28,898	17,567	3,089	20,656	28.8	26.8	28.5
Natural Resources Canada	4,599	624	5,223	3,516	492	4,008	23.5	21.2	23.3
Public Works and Gov't Services Canada	14,192	1,305	15,497	11,307	751	12,058	20.3	42.5	22.2
Public Service Commission	1,651	144	1,795	1,198	103	1,301	27.4	28.5	27.5
Transport Canada <sup>25, 26</sup>	12,361	966	13,327	4,387	686	5,073	64.5	29.0	61.9
Transportation Safety Board of Canada	273	9	282	216	5	221	20.9	44.4	21.6
Treasury Board of Canada, Secretariat	692	38	730	590	48	638	14.7	(26.3)	12.6
<b>MADs Total</b>	<b>119,192</b>	<b>15,964</b>	<b>135,156</b>	<b>90,252</b>	<b>14,966</b>	<b>105,218</b>	<b>24.3</b>	<b>6.3</b>	<b>22.2</b>
Other Departments	75,541	14,922	90,463	73,859	15,319	89,178	2.2	(2.7)	1.4
<b>Total</b>	<b>194,733</b>	<b>30,886</b>	<b>225,619</b>	<b>164,111</b>	<b>30,285</b>	<b>194,396</b>	<b>15.7</b>	<b>1.9</b>	<b>13.8</b>

**Notes:**

- For the period of April 1, 1995 to March 31, 1997, MADs reduced their employment levels by 29,938 (or 22.2 per cent), compared to 1,285 for other departments (or 1.4 per cent).
- Four departments account for over 76 per cent of the overall two-year Public Service employment decline. Transport Canada, with 8,254 (or 61.9 per cent of its March 1995 workforce); National Defence (civilian), with 8,242 (or 28.5 per cent); Human Resources Development Canada, with 3,824 (or 14.3 per cent); and Public Works and Government Services Canada, with 3,439 (or 22.2 per cent).
- Most of Transport Canada's employment reductions are due to the transfer of its Air Navigation System employees to Nav Canada.

<sup>26</sup> Employees of Transport Canada's Air Navigation System were transferred to Nav Canada.

## Employment Statistics for the Federal Public Service

**4. Public Service Reductions by Occupational Group**

April 1, 1995 to March 31, 1997

Groups	MARCH 1995 <sup>27</sup>			MARCH 1997 <sup>27</sup>			% REDUCTION <sup>28</sup>		
	Indeter- minate <sup>29</sup>	Terms and Casuals	Total	Indeter- minate <sup>29</sup>	Terms and Casuals	Total	Indeter- minate <sup>29</sup>	Terms and Casuals	Total
<b>Selected groups</b>									
CR Clerical and Regulatory	36,664	13,855	50,519	30,918	13,761	44,679	15.7	0.7	11.6
GL General Labour and Trades	9,878	2,267	12,145	7,092	2,006	9,098	28.2	11.5	25.1
ST Secretarial, Stenographic and Typing	7,590	1,341	8,931	5,410	1,008	6,418	28.7	24.8	28.1
AI Air Traffic Control	2,411	14	2,425	11	0	11	99.5	100.0	99.5
GS General Services	5,884	1,339	7,223	3,878	934	4,812	34.1	30.2	33.4
PM Program Administration	32,997	2,495	35,492	30,781	2,434	33,215	6.7	2.4	6.4
AS Administrative Services	14,890	676	15,566	13,165	633	13,798	11.6	6.4	11.4
EL Electronics	2,560	50	2,610	1,245	69	1,314	51.4	(38.0)	49.7
EG Engineering and Scientific Support	6,479	902	7,381	5,188	1,075	6,263	19.9	(19.2)	15.1
RO Radio Operations	1,292	11	1,303	307	7	314	76.2	36.4	75.9
<b>Sub-total</b>	<b>120,645</b>	<b>22,950</b>	<b>143,595</b>	<b>97,995</b>	<b>21,927</b>	<b>119,922</b>	<b>18.8</b>	<b>4.5</b>	<b>16.5</b>
<b>Executive groups</b>									
EX Executive	3,719	11	3,730	3,246	8	3,254	12.7	27.3	12.8
<b>Other groups (see p. 89)</b>									
	70,369	7,925	78,294	62,870	8,350	71,220	10.7	(5.4)	9.0
<b>Total</b>	<b>194,733</b>	<b>30,886</b>	<b>225,619</b>	<b>164,111</b>	<b>30,285</b>	<b>194,396</b>	<b>15.7</b>	<b>1.9</b>	<b>13.8</b>

<sup>27</sup> For active PSSRA I-I employees at end of month.<sup>28</sup> Numbers in brackets indicate an increase rather than a reduction.<sup>29</sup> Also includes seasonal employees.

**Employment Statistics for the Federal Public Service**

**Notes:**

- The 10 groups with the largest two-year reductions accounted for a decline of 23,673 employees or 75.8 per cent of the total. Among these, percentage reductions were greatest within the AI group and lowest for the PM group.
- Five occupational groups saw their employment levels decline by more than 2,000 employees. They were the Clerical and Regulatory (CR); General Labour and Trades (GL); Secretarial, Stenographic and Typing (ST); Air Traffic Control (AI); and General Services (GS) groups. Collectively, their employment decreased by 16,225, equalling more than half of all employment reductions over the last two fiscal years.
- The AI, GL and GS groups, with a two-year percentage decrease of 99.5, 25.1 and 33.4 per cent, respectively, saw their reductions increase dramatically over the last fiscal year, due primarily to the privatization of Transport Canada's Air Navigation System in the fall of 1996.
- Of the 10 groups with the largest two-year reductions in absolute terms, the PM group is by far the one with the lowest percentage reduction, at 6.4 per cent.
- The two-year employee reductions for the EX group were only slightly lower (12.8 per cent) than those recorded for the entire Public Service (13.8 per cent).

Employment Statistics for the Federal Public Service

**5. Public Service Reductions by Region**

April 1, 1995 to March 31, 1997

Region	MARCH 1995 <sup>30</sup>			MARCH 1997 <sup>30</sup>			% REDUCTION <sup>31</sup>		
	Indeter- minate <sup>32</sup>	Terms and Casuals	Total	Indeter- minate <sup>32</sup>	Terms and Casuals	Total	Indeter- minate <sup>32</sup>	Terms and Casuals	Total
Newfoundland	5,069	1,371	6,440	3,885	1,118	5,003	23.4	18.5	22.3
PEI	2,121	329	2,450	1,919	564	2,483	9.5	(71.4)	(1.3)
Nova Scotia	11,057	1,543	12,600	9,079	1,518	10,597	17.9	1.6	15.9
New Brunswick	6,648	1,063	7,711	5,149	987	6,136	22.5	7.1	20.4
Quebec less NCR	27,320	4,830	32,150	23,094	4,654	27,748	15.5	3.6	13.7
NCR Quebec	15,894	1,486	17,380	13,680	1,403	15,083	13.9	5.6	13.2
Quebec	43,214	6,316	49,530	36,774	6,057	42,831	14.9	4.1	13.5
Ontario less NCR	32,638	5,475	38,113	26,655	4,784	31,439	18.3	12.6	17.5
NCR Ontario	47,189	7,041	54,230	41,558	6,810	48,368	11.9	3.3	10.8
Ontario	79,827	12,516	92,343	68,213	11,594	79,807	14.5	7.4	13.6

<sup>30</sup> PSSRA I-I active population at end of month.

<sup>31</sup> Numbers in brackets indicate an increase rather than a reduction.

<sup>32</sup> Also includes seasonal employees.

## Employment Statistics for the Federal Public Service

## 5. Public Service Reductions by Region (cont'd)

April 1, 1995 to March 31, 1997

	MARCH 1995 <sup>30</sup>			MARCH 1997 <sup>31</sup>			% REDUCTION <sup>31</sup>		
	Indeter- minate <sup>32</sup>	Terms and Casuals	Total	Indeter- minate <sup>32</sup>	Terms and Casuals	Total	Indeter- minate <sup>32</sup>	Terms and Casuals	Total
Manitoba	8,483	1,890	10,373	6,769	2,060	8,829	20.2	(9.0)	14.9
Saskatchewan	5,176	709	5,885	4,287	774	5,061	17.2	(9.2)	14.0
Alberta	11,925	1,436	13,361	10,065	1,461	11,526	15.6	(1.7)	13.7
British Columbia	18,418	3,503	21,921	15,547	3,892	19,439	15.6	(11.1)	11.3
Yukon	601	119	720	533	158	691	11.3	(32.8)	4.0
Northwest Territories	730	89	819	509	94	603	30.3	(5.6)	26.4
Outside Canada	1,464	2	1,466	1,382	8	1,390	5.6	(300.0)	5.2
<b>NCR Total</b>	<b>63,083</b>	<b>8,527</b>	<b>71,610</b>	<b>55,238</b>	<b>8,213</b>	<b>63,451</b>	<b>12.4</b>	<b>3.7</b>	<b>11.4</b>
<b>Grand Total</b>	<b>194,733</b>	<b>30,886</b>	<b>225,619</b>	<b>164,111</b>	<b>30,285</b>	<b>194,396</b>	<b>15.7</b>	<b>1.9</b>	<b>13.8</b>

## Notes:

- Employment reductions by region are increasingly a reflection of how MADs and departments that are devolved or privatized, in whole or in part, are distributed across Canada.
- Regions that have had the largest two-year percentage reductions are the Northwest Territories (26.4 per cent), Newfoundland (22.3 per cent) and New Brunswick (20.4 per cent).
- The Northwest Territories' reductions are largely due to the devolution of various airports to the territorial government.
- In Newfoundland and New Brunswick, a significantly larger proportion of federal government employment is concentrated in MADs.
- Employment in the National Capital Region (NCR) was down by 11.4 per cent over the two years, slightly lower than the Public Service average decrease of 13.8 per cent. In absolute terms, however, it was the NCR that experienced the largest two-year employment decline, with a reduction of 8,159 employees.

**Employment Statistics for the Federal Public Service**

**6. Public Service Separations<sup>33</sup> by Designated Group**

April 1, 1995 to March 31, 1997

Designated Group	Indeterminate <sup>34</sup>			Terms of 3 Months +			Total Separations		
	Employment		Separations	Employment		Separations	Employment		Separations
	as of	March 1995		as of	March 1995		as of	March 1995	
	#	%	#	#	%	#	#	%	
Women	88,324	13.9	12,251	14,867	29.5	4,381	103,191	16,632	16.1
Aboriginal persons	4,212	19.5	822	571	35.2	201	4,783	1,023	21.4
Persons with disabilities	6,398	20.1	1,284	537	35.2	189	6,935	1,473	21.2
Persons in a visible minority	8,072	13.7	1,109	842	29.7	250	8,914	1,359	15.2
<b>Public Service (all)</b>	<b>194,733</b>	<b>17.5</b>	<b>34,174</b>	<b>23,051</b>	<b>32.5</b>	<b>7,491</b>	<b>217,784</b>	<b>41,665</b>	<b>19.1</b>

**Notes:**

- The employment equity information is not directly comparable with the rest of the data in this report for two reasons:
  - Except for data on women, information on persons in the designated groups is obtained through a voluntary process of self-identification. The completeness and accuracy of employment equity data on the federal Public Service depend on the willingness and co-operation of employees to self-identify.
  - The employment equity data do not include terms of less than three months or casuals, whereas these employees are included in the data on employees for whom the Treasury Board is the employer, as defined on page 1.
- As a result, the data show a two-year separation rate for indeterminate designated group employees on payroll of 19.1 per cent. This is slightly higher than the corresponding two-year separation rate of 17.5 per cent for all indeterminate employees, shown in tables 2 and 6, Section 2.
- Two-year separation rates for indeterminate employees who were members of a visible minority (13.7 per cent) or women (13.9 per cent) were below the 17.5 per cent average for the Public Service as a whole. By contrast, the two-year rates for persons with disabilities (20.1 per cent) and Aboriginal persons (19.5 per cent) were higher than the Public Service average.
- Separation statistics for employees in designated groups are subject to change as more information becomes available.

<sup>33</sup> For the PSSRA I-I population on the payroll that separated during the period. Excludes terms less than three months and casuals.

<sup>34</sup> Includes seasonal employees.

**Employment Statistics for the Federal Public Service**

**7. Public Service Employment Reductions by Official Language<sup>35</sup>**

April 1, 1995 to March 31, 1997

	Employment as of MARCH 1995 <sup>36</sup>			Two-Year Reduction <sup>37</sup>			% Reduction <sup>37</sup>		
	Indeter- minate <sup>38</sup>	Terms of 3 months +	Total	Indeter- minate <sup>38</sup>	Terms of 3 months +	Total	Indeter- minate <sup>38</sup>	Terms of 3 months +	Total
Anglophones	138,181	16,409	154,590	23,057	261	23,318	16.7	1.6	15.1
Francophones	55,956	6,611	62,567	7,490	534	8,024	13.4	8.1	12.8
Unknown	596	31	627	75	(11)	64	12.6	(35.5)	10.2
<b>Total</b>	<b>194,733</b>	<b>23,051</b>	<b>217,784</b>	<b>30,622</b>	<b>784</b>	<b>31,406</b>	<b>15.7</b>	<b>3.4</b>	<b>14.4</b>

**Notes:**

- For the purposes of official languages data, the Public Service population comprises indeterminate employees, including persons who work seasonally, and terms of three months or more. Terms of less than three months and casual employees are not included.
- Over the two-year period of April 1, 1995 to March 31, 1997, the numbers of anglophones and francophones decreased by 15.1 per cent and 12.8 per cent, respectively. These differences are largely explained by the fact that a relatively higher percentage of anglophones are found in MADs.
- The participation rates of English-speaking and French-speaking Canadians in the Public Service as a whole have remained essentially the same since 1984.

<sup>35</sup> The President of the Treasury Board's annual report on official languages, to be issued by March 31, 1998, will provide more information on participation and other matters related to official languages.

<sup>36</sup> For PSSRA I-I employees on the payroll at end of month.

<sup>37</sup> Numbers in brackets indicate an increase rather than a reduction.

<sup>38</sup> Also includes seasonal employees.



**Employment Statistics for the Federal Public Service**

**8. Employees on Surplus Status**

April 1, 1995 to March 31, 1997

Surplus Status	Declared Surplus on or Before MARCH 31, 1995			Removed				On Surplus Status as of MARCH 31, 1997		
	Carry-over	New cases	Total	Placements	Separations	Laid off <sup>39</sup>	Total	Paid status	Unpaid status <sup>40</sup>	Total
MADs	1,635	6,275	7,910	3,378	3,068	721	7,167	733	10	743
Other	521	1,307	1,828	954	320	253	1,527	301	0	301
<b>Total</b>	<b>2,156</b>	<b>7,582</b>	<b>9,738</b>	<b>4,332</b>	<b>3,388</b>	<b>974</b>	<b>8,694</b>	<b>1,034</b>	<b>10</b>	<b>1,044</b>

**Notes:**

- The number of surplus employees recorded in the information systems of the Public Service Commission (PSC) decreased by more than 50 per cent from 2,156 to 1,044 between March 31, 1995 and March 31, 1997.
- During this period 4,332 employees were placed.
- The separations in table 8 include only employees who were declared surplus and were reported to the PSC. They exclude all employees who separated on the same day they were declared surplus, as well as separations of employees who were not on surplus status.

Figures in this table are estimates and may be revised as more information becomes available.

**Source:** Public Service Commission

<sup>39</sup> The majority of persons were transferred to local airports.

<sup>40</sup> Employees on one-year unpaid surplus status retain benefits such as disability insurance and health care insurance.

## **SECTION 3 - Detailed Analysis of Separations from the Public Service**

## **SECTION 3 - Detailed Analysis of Separations from the Public Service**

### **I. Introduction**

Public Service separations and Public Service employment reductions are two distinct concepts. The term "separations" refers to those employees who have left the Public Service, whereas employment "reductions" refers to the net change in the size of the Public Service resulting from entries (or recruitment) and exits (or separations) to and from the Public Service.

A separation occurs when an individual ceases to be an employee. Employees who leave the Public Service while they are on leave without pay are also counted as separations in Section 3 of this report.

Because this section provides separation statistics for the period of April 1, 1996 to March 31, 1997 only, the total number of separations will not coincide with that shown in table 2, Section 2. The latter reports the number of separations over the two-year period of April 1, 1995 to March 31, 1997.

The statistics in this section highlight the separation of employees under the various incentive programs.

Please note that the sum of the total separations reported in Section 3 of this year's and last year's reports will not equal the two-year total employee separations reported in Section 2 of this year's report. By adding the annual separations shown in Section 3 of this year's and last year's reports, the sum is slightly higher, by 449 employees (or 1.2 per cent), than the two-year total shown in table 2, Section 2 of this year's report. Employees who were hired after March 31, 1995 and separated on or before March 31, 1997 are accounted for either in the 1996/97 separation statistics shown in this section, or in Section 3 of last year's annual report. However, they are not reflected in the April 1, 1995 to March 31, 1997 separation totals shown in Section 2.

**Employment Statistics for the Federal Public Service**

**II. Technical Notes**

Since 1995/96, statistics on separations are no longer generated solely from the Mobility File. Although the Mobility File records transactions on an employee's change of status to show movement into (and out of) the federal Public Service, this information had to be combined with data from other personnel management systems. They include the Incumbent System, the Work Force Adjustment Monitoring System, the Public Service Annuitant System, the Executive Employment Transition Policy database, the Civilian Reduction Program Information System and the Priority Administration System. The Public Service Commission administers the latter system.

**III. Statistics**

1. Separations by Reason and Gender.
2. Separations by Occupational Category and Reason.
3. Separations by Region of Work and Reason.

## Employment Statistics for the Federal Public Service

## 1. Separations by Reason and Gender

<u>Reason for Separation</u>	1996/97			
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% of Total</u>
<b>Incentive Programs</b>				
Early Retirement Incentive	1,418	999	2,417	12.5
Civilian Reduction Program	1,093	621	1,714	8.8
Work Force Adjustment Directive	269	244	513	2.6
Executive Employment Transition Policy	107	8	115	0.6
Early Departure Incentive	2,001	2,015	4,016	20.7
<i>Sub-total</i>	<b>4,888</b>	<b>3,887</b>	<b>8,775</b>	<b>45.2</b>
<b>Transfers</b>				
Devolution, privatization	4,665	1,102	5,767	29.7
<b>Others</b>				
Abandonment of position	12	9	21	0.1
Death	186	99	285	1.5
End of specified period	8	14	22	0.1
Lay-off	395	179	574	3.0
Rejection during probation	34	7	41	0.2
Release	71	36	107	0.6
Resignation	836	687	1,523	7.8
Retirement	1,094	559	1,653	8.5
Revocation of appointment	2	1	3	0.0
Other	5	10	15	0.1
Unknown	365	259	624	3.2
<b>Total</b>	<b>12,561</b>	<b>6,849</b>	<b>19,410</b>	<b>100.0</b>

**Employment Statistics for the Federal Public Service**

**Notes:**

- The separations above are based on indeterminate and seasonal employees only.
- By adding the above annual separation total to that shown in last year's report, the sum is slightly higher, by 449 employees (1.2 per cent), than the two-year total shown in table 2, Section 2 of this year's report. Employees hired in 1995/96 who separated on or before March 31, 1997 are accounted for either in the 1995/96 or 1996/97 annual separation statistics. However, they are not reflected in the April 1, 1995 to March 31, 1997 separation totals of Section 2.
- The Public Service Commission accounts for a slightly higher number of lay-offs than that shown in this report. The discrepancy is mainly due to differences in data sources and in population coverage.

Employment Statistics for the Federal Public Service

**2. Separations by Occupational Category and Reason**

Occupational Category	Reason for Separation	1996/97		
		Total	% of Total	
Executive	<b>Incentive Programs</b>			
	Early Retirement Incentive	134	35.5	
	Civilian Reduction Program	0	0.0	
	Work Force Adjustment Directive	0	0.0	
	Executive Employment Transition Policy	108	28.6	
	Early Departure Incentive	4	1.1	
		<b>Sub-total</b>	<b>246</b>	<b>65.3</b>
	<b>Transfers</b>			
	Devolution, privatization	23	6.1	
	<b>Others</b>			
	Abandonment of position	1	0.3	
	Death	5	1.3	
	End of specified period	1	0.3	
	Lay-off	6	1.6	
	Rejection during probation	0	0.0	
	Release	1	0.3	
	Resignation	21	5.6	
	Retirement	42	11.1	
	Revocation of appointment	0	0.0	
	Other	1	0.3	
	Unknown	30	8.0	
		<b>Total</b>	<b>377</b>	<b>100.0</b>

Employment Statistics for the Federal Public Service

**2. Separations by Occupational Category and Reason (cont'd)**

Occupational Category	Reason for Separation	1996/97		
		Total	% of Total	
Scientific and Professional	<b>Incentive Programs</b>			
	Early Retirement Incentive	248	16.2	
	Civilian Reduction Program	72	4.7	
	Work Force Adjustment Directive	61	4.0	
	Executive Employment Transition Policy	7	0.5	
	Early Departure Incentive	340	22.1	
		<i>Sub-total</i>	<b>728</b>	<b>47.4</b>
	<b>Transfers</b>			
	Devolution, privatization	204	13.3	
	<b>Others</b>			
	Abandonment of position	2	0.1	
	Death	26	1.7	
	End of specified period	1	0.1	
	Lay-off	29	1.9	
	Rejection during probation	1	0.1	
	Release	8	0.5	
	Resignation	272	17.7	
	Retirement	194	12.6	
	Revocation of appointment	0	0.0	
	Other	1	0.1	
	Unknown	69	4.5	
	<b>Total</b>	<b>1,535</b>	<b>100.0</b>	



Employment Statistics for the Federal Public Service

**2. Separations by Occupational Category and Reason (cont'd)**

<b>Occupational Category</b>	<b>Reason for Separation</b>	<b>1996/97</b>		
		<b>Total</b>	<b>% of Total</b>	
<b>Administrative and Foreign Service</b>	<b>Incentive Programs</b>			
	Early Retirement Incentive	928	21.0	
	Civilian Reduction Program	122	2.8	
	Work Force Adjustment Directive	148	3.3	
	Executive Employment Transition Policy	0	0.0	
	Early Departure Incentive	1,285	29.1	
		<b>Sub-total</b>	<b>2,483</b>	<b>56.2</b>
	<b>Transfers</b>			
	Devolution, privatization	421	9.5	
	<b>Others</b>			
	Abandonment of position	3	0.1	
	Death	87	2.0	
	End of specified period	2	0.0	
	Lay-off	156	3.5	
	Rejection during probation	3	0.1	
	Release	34	0.8	
	Resignation	571	12.9	
	Retirement	453	10.2	
	Revocation of appointment	0	0.0	
	Other	9	0.2	
	Unknown	198	4.5	
		<b>Total</b>	<b>4,420</b>	<b>100.0</b>

Employment Statistics for the Federal Public Service

**2. Separations by Occupational Category and Reason (cont'd)**

Occupational Category	Reason for Separation	1996/97		
		Total	% of Total	
Technical	<b>Incentive Programs</b>			
	Early Retirement Incentive	262	4.3	
	Civilian Reduction Program	118	2.0	
	Work Force Adjustment Directive	29	0.5	
	Executive Employment Transition Policy	0	0.0	
	Early Departure Incentive	510	8.4	
		<i>Sub-total</i>	<b>919</b>	<b>15.2</b>
	<b>Transfers</b>			
	Devolution, privatization	4,535	75.0	
	<b>Others</b>			
	Abandonment of position	2	0.0	
	Death	35	0.6	
	End of specified period	2	0.0	
	Lay-off	71	1.2	
	Rejection during probation	35	0.6	
	Release	7	0.1	
	Resignation	119	2.0	
	Retirement	219	3.6	
	Revocation of appointment	1	0.0	
	Other	3	0.0	
	Unknown	97	1.6	
		<b>Total</b>	<b>6,045</b>	<b>100.0</b>

Employment Statistics for the Federal Public Service

**2. Separations by Occupational Category and Reason (cont'd)**

<b>Occupational Category</b>	<b>Reason for Separation</b>	<b>1996/97</b>		
		<b>Total</b>	<b>% of Total</b>	
<b>Administrative Support</b>	<b>Incentive Programs</b>			
	Early Retirement Incentive	504	13.1	
	Civilian Reduction Program	439	11.4	
	Work Force Adjustment Directive	154	4.0	
	Executive Employment Transition Policy	0	0.0	
	Early Departure Incentive	1,270	33.1	
		<b>Sub-total</b>	<b>2,367</b>	<b>61.7</b>
	<b>Transfers</b>			
	Devolution, privatization	492	12.8	
	<b>Others</b>			
	Abandonment of position	5	0.1	
	Death	66	1.7	
	End of specified period	9	0.2	
	Lay-off	87	2.3	
	Rejection during probation	1	0.0	
	Release	20	0.5	
	Resignation	305	8.0	
	Retirement	365	9.5	
	Revocation of appointment	1	0.0	
	Other	1	0.0	
	Unknown	116	3.0	
	<b>Total</b>	<b>3,835</b>	<b>100.0</b>	

Employment Statistics for the Federal Public Service

**2. Separations by Occupational Category and Reason (cont'd)**

Occupational Category	Reason for Separation	1996/97		
		Total	% of Total	
Operational	<b>Incentive Programs</b>			
	Early Retirement Incentive	341	10.7	
	Civilian Reduction Program	963	30.1	
	Work Force Adjustment Directive	121	3.8	
	Executive Employment Transition Policy	0	0.0	
	Early Departure Incentive	607	19.0	
		<i>Sub-total</i>	<b>2,032</b>	<b>63.5</b>
	<b>Transfers</b>			
	Devolution, privatization	92	2.9	
	<b>Others</b>			
	Abandonment of position	8	0.3	
	Death	66	2.1	
	End of specified period	7	0.2	
	Lay-off	225	7.0	
	Rejection during probation	1	0.0	
	Release	37	1.2	
	Resignation	235	7.3	
	Retirement	380	11.9	
	Revocation of appointment	1	0.0	
	Other	0	0.0	
	Unknown	114	3.6	
		<b>Total</b>	<b>3,198</b>	<b>100.0</b>

Employment Statistics for the Federal Public Service

**2. Separations by Occupational Category and Reason (cont'd)**

Occupational Category	Reason for Separation	1996/97		
		Total	% of Total	
Grand Total	<b>Incentive Programs</b>			
	Early Retirement Incentive	2,417	12.5	
	Civilian Reduction Program	1,714	8.8	
	Work Force Adjustment Directive	513	2.6	
	Executive Employment Transition Policy	115	0.6	
	Early Departure Incentive	4,016	20.7	
		<b>Sub-total</b>	<b>8,775</b>	<b>45.2</b>
	<b>Transfers</b>			
	Devolution, privatization	5,767	29.7	
	<b>Others</b>			
	Abandonment of position	21	0.1	
	Death	285	1.5	
	End of specified period	22	0.1	
	Lay-off	574	3.0	
	Rejection during probation	41	0.2	
	Release	107	0.6	
	Resignation	1,523	7.8	
	Retirement	1,653	8.5	
	Revocation of appointment	3	0.0	
	Other	15	0.1	
	Unknown	624	3.2	
		<b>Total</b>	<b>19,410</b>	<b>100.0</b>

**Employment Statistics for the Federal Public Service**

**Notes:**

- The separations above are based on indeterminate and seasonal employees only.
- By adding the above annual separations total to that shown in last year's report, the sum is slightly higher, by 449 employees (1.2 per cent), than the two-year total shown in table 2, Section 2 of this year's report. Employees hired in 1995/96 who separated on or before March 31, 1997 are accounted for either in the 1995/96 or 1996/97 annual separation statistics. They are not reflected in the April 1, 1995 to March 31, 1997 separation totals of Section 2, however.
- The Public Service Commission accounts for a slightly higher number of lay-offs than that shown in this report. The discrepancy is mainly due to differences in data sources and in population coverage.
- Separations are reported using the employee's classification at the time of separation and, therefore, may include acting situations, although the incentive package is based on the incumbent's substantive (or non-acting) employee classification.

Employment Statistics for the Federal Public Service

**3. Separations by Region of Work and Reason**

<u>Reason for Separation</u>	<u>Total</u>	<u>Nfld.</u>	<u>P.E.I.</u>	<u>N.S.</u>	<u>N.B.</u>	<u>Que. less in NCR</u>	<u>NCR in Que.</u>	<u>Ont. less in NCR</u>	<u>NCR in Ont.</u>	<u>Man.</u>	<u>Sask.</u>	<u>Alta.</u>	<u>B.C.</u>	<u>Y.T.</u>	<u>N.W.T.</u>	<u>Out.</u>
<b>1996/97</b>																
<b>Incentive Programs</b>																
Early Retirement Incentive	2,417	74	18	165	100	478	282	249	632	89	75	77	151	9	8	10
Civilian Reduction Program	1,714	65	0	304	90	146	33	391	265	63	14	129	214	0	0	0
Work Force Adjustment Directive	513	2	5	7	7	60	45	63	187	18	52	15	29	18	3	2
Executive Employment Transition Policy	115	2	0	4	1	10	18	6	59	4	0	1	7	0	0	3
Early Departure Incentive	4,016	138	36	311	148	516	377	713	753	178	139	307	344	6	24	26
<b>Sub-total</b>	<b>8,775</b>	<b>281</b>	<b>59</b>	<b>791</b>	<b>346</b>	<b>1,210</b>	<b>755</b>	<b>1,422</b>	<b>1,896</b>	<b>352</b>	<b>280</b>	<b>529</b>	<b>745</b>	<b>33</b>	<b>35</b>	<b>41</b>
<b>Transfers</b>																
Devolution, privatization	5,767	372	12	83	443	758	19	1,167	799	474	107	671	739	29	93	1
<b>Others</b>																
Abandonment of position	21	1	0	1	1	2	0	6	5	0	0	1	4	0	0	0
Death	285	13	5	15	10	50	17	54	59	8	6	19	26	0	2	1
End of specified period	22	0	0	0	0	2	0	5	10	1	1	3	0	0	0	0
Lay-off	574	1	0	3	2	12	2	397	28	107	4	8	7	3	0	0
Rejection during probation	41	1	0	0	0	2	0	1	4	7	1	18	4	1	2	0
Release	107	2	0	5	2	19	6	21	7	5	2	12	25	0	1	0
Resignation	1,523	15	8	34	17	106	103	283	394	61	44	161	243	22	22	10

**Employment Statistics for the Federal Public Service**

**3. Separations by Region of Work and Reason (cont'd)**

<u>Reason for Separation</u>	<u>Total</u>	<u>Nfld.</u>	<u>P.E.I.</u>	<u>N.S.</u>	<u>N.B.</u>	<u>Que. less in NCR</u>	<u>NCR in Que.</u>	<u>Ont. less in NCR</u>	<u>NCR in Ont.</u>	<u>Man.</u>	<u>Sask.</u>	<u>Alta.</u>	<u>B.C.</u>	<u>Y.T.</u>	<u>N.W.T.</u>	<u>Out.</u>
Retirement	1,653	18	19	82	42	171	62	350	394	71	46	141	220	12	4	21
Revocation of appointment	3	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0
Other	15	0	0	0	0	1	2	2	5	0	0	3	2	0	0	0
Unknown	624	26	18	52	34	69	46	80	156	33	4	60	42	1	2	1
<b>Total</b>	<b>19,410</b>	<b>731</b>	<b>121</b>	<b>1,066</b>	<b>897</b>	<b>2,402</b>	<b>1,012</b>	<b>3,789</b>	<b>3,757</b>	<b>1,119</b>	<b>495</b>	<b>1,626</b>	<b>2,058</b>	<b>101</b>	<b>161</b>	<b>75</b>

**Notes:**

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- The Public Service Commission accounts for a slightly higher number of lay-offs than that shown in this report. The discrepancy is mainly due to differences in data sources and in population coverage.
- Out. stands for "outside Canada".



## **APPENDIX - Occupational Categories and Groups**

## APPENDIX - Occupational Categories and Groups

<b>Executive</b>	EX	Executive
	GX	General Executive
<b>Scientific and Professional</b>	AC	Actuarial Science
	AG	Agriculture
	AR	Architecture and Town Planning
	AU	Auditing
	BI	Biological Sciences
	CH	Chemistry
	DE	Dentistry
	DS	Defence Scientific Service
	ES	Economics, Sociology and Statistics
	ED	Education
	EN	Engineering and Land Survey
	FO	Forestry
	HR	Historical Research
	HE	Home Economics
	LA	Law
	LS	Library Science
	MA	Mathematics
MD	Medicine	
MT	Meteorology	
NU	Nursing	
OP	Occupational and Physical Therapy	

**Employment Statistics for the Federal Public Service**

**APPENDIX - Occupational Categories and Groups (cont'd)**

**Scientific and  
Professional**  
(continued)

PH	Pharmacy
PC	Physical Sciences
PS	Psychology
SE	Scientific Research
SG	Scientific Regulation
SG	Patent
SW	Social Work
UT	University Teaching
VM	Veterinary Medicine

**Administrative and  
Foreign Service**

AS	Administrative Services
AT	Administrative Trainee
CO	Commerce
CS	Computer Systems Administration
FI	Financial Administration
FS	Foreign Service
IS	Information Services
MM	Management Trainee
OM	Organization and Methods
PE	Personnel Administration
PG	Purchasing and Supply
PM	Program Administration
TR	Translation
WP	Welfare Programs

**APPENDIX - Occupational Categories and Groups** *(cont'd)*

<b>Technical</b>	AI	Air Traffic Control
	AO	Aircraft Operations
	DD	Drafting and Illustration
	EG	Engineering and Scientific Support
	EL	Electronics
	EU	Educational Support
	GT	General Technical
	PI	Primary Products Inspection
	PY	Photography
	RO	Radio Operations
	SI	Social Science Support
SO	Ships' Officers	
TI	Technical Inspection	
<b>Administrative Support</b>	CM	Communications
	CR	Clerical and Regulatory
	DA	Data Processing
	OE	Office Equipment
	ST	Secretarial, Stenographic and Typing

Employment Statistics for the Federal Public Service

**APPENDIX - Occupational Categories and Groups (cont'd)**

<b>Operational</b>	CX	Correctional Services (NS)
	FR	Firefighters (NS)
	GL	General Labour and Trades (NS)
	GS	General Services (NS)
	HP	Heating, Power and Stationary Plant Operation (NS)
	HS	Hospital Services (NS)
	LI	Lightkeepers (NS)
	PR	Printing Operations (NS)
	SC	Ships' Crews (NS)
	SR	Ship Repair (East) (NS)
	SR	Ship Repair (West) (NS)
	CX	Correctional Services (S)
	FR	Firefighters (S)
	GL	General Labour and Trades (S)
	GS	General Services (S)
	HP	Heating, Power and Stationary Plant Operation (S)
	HS	Hospital Services (S)
	LI	Lightkeepers (S)
PR	Printing Operations (S)	
SC	Ships' Crews (S)	
SR	Ship Repair (East) (S)	
SR	Ship Repair (East) Chargehands	
SR	Ship Repair (West) (S)	

**Note:**

NS - Non-supervisory

S - Supervisory

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