



Employment Equity Annual Report 2006-2007

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Canadian Nuclear Safety Commission
280 Slater Street
P.O. Box 1046, Station B
Ottawa, Ontario K1P 5S9

Tel.: (613) 995-5894 or 1-800-668-5284
Facsimile: (613) 992-2915
E-mail: info@cnsc-ccsn.gc.ca
Web site: www.nuclearsafety.gc.ca

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Executive Summary

Under the *Employment Equity Act*, the Canadian Nuclear Safety Commission (CNSC) reports annually on the representation of women, persons with disabilities, Aboriginal peoples and members of visible minorities and the progress made towards achieving a representative workforce.

As required under the Act, the current report includes an analysis of the representation of each of the designated groups and its shares of hiring, promotions and terminations during the last fiscal year. The report also provides a description of the principal measures taken to implement employment equity at the CNSC. Appended to the report are a number of tables that include data on representation by occupational group, region and salary range.

As of March 31, 2007, the CNSC employed a staff of 603, an increase of 59 or 10.85% since last year. At the organization-wide level, the CNSC's representation of women, Aboriginal peoples and members of visible minorities continues to exceed availability estimates, while persons with disabilities remain under-represented. The gap has increased from six to seven since last year (Table 1).

Despite strong overall representation within the CNSC, designated groups are under-represented in occupational groups including Semi-Professionals and Technicians, Administrative and Senior Clerical Personnel and Clerical Personnel. This is most evident among visible minorities, where Employment Equity Occupational Group (EEOG) levels are met only in the Senior Management and Professionals groups.

As set out in the Employment Equity Plan (March 2007 to March 2012), CNSC management will strive to reach equitable representation of all designated groups, in order to meet its commitment under the *Employment Equity Act*.

Canadian Nuclear Safety Commission
Employment Equity Annual Report
2006-2007

1. Introduction

As required under the *Employment Equity Act*, the CNSC has prepared its annual employment equity report describing the results of the workforce analysis for fiscal year 2006-2007 (Section 2) and the principal measures taken to implement employment equity (Section 3).

2. Workforce Analysis

As in past years, the CNSC continues to have a very high self-identification rate, approximately 93.3%, which provides an excellent basis for our analysis of representation within the organization.

The CNSC assessed each designated group's representation in each Employment Equity Occupational Group (EEOG) against the 2001 Census and the 2001 Participation and Activity Limitations Survey external availability estimates, which take into account the requirements of the *Employment Equity Act* with regard to eligibility, qualifications and geography, and the relevant labour pool from which the CNSC may reasonably be expected to recruit employees. The same benchmark was used to assess each group's share of external recruitment. The shares of promotions and terminations were measured against the previous year's internal representation. This allowed the CNSC to make a comparative analysis that determined the proportion of members of each group who are available for advancement opportunities or who might leave the CNSC.

The resulting statistics on representation—by EEOG, region and salary band—are provided in Annex A, Tables 6 to 8, at the end of this document.

As of March 31, 2007, the CNSC employed a staff of 603, an increase of 59 or 10.85% over last year. Table 1 shows the representation and availability of the four designated groups at the organization-wide level for the last fiscal year and for 2005-2006. Tables 2 to 5 provide the same statistics at the EEOG level, as well as each group's shares of hiring, promotions and terminations during the last fiscal year.

Table 1
Representation and availability of designated groups
March 31, 2007

Designated Group	EF	Representation		Availability		Gap
		#	%	#*	%	
Women	2006-2007	260	43.1%	240	39.8%	20
	2005-2006	231	42.46%	215	39.45%	16
Aboriginal Peoples	2006-2007	10	1.7%	8	1.4%	2
	2005-2006	11	2.02%	8	1.49%	3
Persons with Disabilities	2006-2007	15	2.5%	22	3.7%	-7
	2005-2006	14	2.57%	20	3.69%	-6
Visible Minorities	2006-2007	81	13.4%	68	11.2%	13
	2005-2006	65	11.95%	61	11.30%	4

Total workforce in 2006-2007 – 603¹

Total workforce in 2005-2006 - 544

* **Totals may not equal the sum of components due to rounding.**

Sources: Unpublished 2001 Census (20% sample data) and 2001 Participation and Activity Limitation Survey (PALS)

At the organization-wide level, the representation of women, Aboriginal peoples and visible minorities surpasses availability. However, persons with disabilities continue to be under-represented, and the gap has increased from six to seven employees since last year. The CNSC remains committed to bridging the remaining gaps at the EEOG level and has included long- and short-term goals and supportive measures in its Employment Equity Plan.

Note: Because of the small numbers and for confidentiality reasons, the Supervisors group was combined with the Administrative and Senior Clerical group.

¹ Total workforce: excludes term employees of less than 3 months, employees on leave without pay and students of less than 3 months.

Table 2
Representation, hiring, promotions and terminations
Fiscal year 2006-2007

Employment Equity Occupational Group	All Employees #	WOMEN				
		Representation #	Representation %	Availability #*	Availability %	Gap #*
Representation						
Senior Managers	20	2	10.0%	8	39.3%	-6
Middle & Other Managers	62	20	32.3%	15	23.8%	5
Professionals	291	75	25.8%	63	21.7%	12
Semi-Professionals & Technicians	76	29	38.2%	24	31.3%	5
Supervisors and Administrative and Senior						
Clerical Personnel	107	94	87.9%	95	88.4%	-1
Clerical Personnel	47	40	85.1%	36	76.1%	4
Total	603	260	43.1%	240	39.8%	20
Hires**	133	66	49.6%	53	39.8%	13
Promotions***	38	21	55.3%	16	42.5%	5
Terminations***	58	27	46.6%	25	42.5%	3

* Totals may not equal the sum of components due to rounding.

Sources: 2001 Census and 2001 Participation and Activity Limitation Survey (PALS)

** Hires availability data taken from the 2001 Census of Canada and the 2001 PALS.

*** Promotions and terminations availability data taken from the total CNSC 2005-2006 representation data.

- Women are well represented at the CNSC. They constitute 43.1% of the workforce, compared to an expected representation of 39.8%. The representation of women increased for the eleventh consecutive year.
- Recruitment of women rose significantly, from 37 last year to 66 this year.
- Terminations declined to 27 this year from 32 last year.
- Twenty-one women were promoted, compared to 11 last year.
- Women's representation in the Senior Management group is below the availability estimates, and the CNSC shows a gap of (-6).
- Representation of women in Middle and Other Management increased by six compared to the last report and continues to surpass the availability data.

- Because of the small number of employees in the Supervisors National Occupational Classification (NOC) group, we have combined the Supervisors NOC with the Administrative and Senior Clerical NOC. Women's representation in this group decreased in relation to availability, for a gap of (-1).
- Women's representation surpassed availability in all remaining occupational groups, including the largest EEOG in our organization, Professionals. This is the sixth year in a row women are well represented in Professionals.
- In total, 27 women left the CNSC, whereas internal availability estimates suggested that 25 could have departed.

Table 3
Representation, hiring, promotions and terminations
Fiscal year 2006-2007

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				
		Representation #	Representation %	Availability #*	Availability %	Gap #*
Representation						
Senior Managers	20	0	0.0%	0	2.1%	0
Middle & Other Managers	62	1	1.6%	2	2.5%	-1
Professionals	291	7	2.4%	12	4.1%	-5
Semi-Professionals & Technicians	76	1	1.3%	3	3.9%	-2
Supervisors, Administrative and Senior Clerical Personnel	107	6	5.6%	3	3.0%	3
Clerical Personnel	47	0	0.0%	2	4.4%	-2
Total	603	15	2.5%	22	3.7%	-7
Hires**	133	1	.08%	5	3.7%	-4
Promotions***	38	0	0.0%	1	2.6%	-1
Terminations***	58	2	3.4%	2	2.6%	0

* Totals may not equal the sum of components due to rounding.

Sources: 2001 Census and 2001 Participation and Activity Limitation Survey (PALS)

** Hires availability data taken from the 2001 Census of Canada and the 2001 PALS.

*** Promotions and terminations availability data taken from the total CNSC 2005-2006 representation data.

- There is still a large gap (-7) for persons with disabilities, particularly in the Professionals group (-5).
- The CNSC will take the steps outlined in its Employment Equity Action Plan to attain equitable representation of persons with disabilities in all occupational groups.
- Although it was anticipated that five persons with disabilities would be hired, only one was recruited in 2006-2007, while two left during the same period. We will continue to monitor recruitment and departures as part of our overall plan to increase the representation of this group.
- No promotions were made in this group.

Table 4
Representation, hiring, promotions and terminations
Fiscal year 2006-2007

Employment Equity Occupational Group	All Employees #	ABORIGINAL PEOPLES				
		Representation #	Representation %	Availability #*	Availability %	
Representation						
Senior Managers	20	1	5.0%	1	5.6%	0
Middle & Other Managers	62	0	0.0%	0	0.0%	0
Professionals	291	6	2.1%	3	1.0%	3
Semi-Professionals & Technicians	76	2	2.6%	2	2.0%	0
Supervisors, Administrative and Senior Clerical Personnel	107	1	0.9%	1	1.4%	0
Clerical Personnel	47	0	0.0%	1	2.3%	-1
Total	603	10	1.7%	8	1.4%	2
Hires**	133	0	0.0%	2	1.4%	-2
Promotions***	38	0	0.0%	1	2.0%	-1
Terminations***	58	1	1.7%	1	2.0%	0

* Totals may not equal the sum of components due to rounding.

Sources: 2001 Census and 2001 Participation and Activity Limitation Survey (PALS)

** Hires availability data taken from the 2001 Census of Canada and the 2001 PALS.

*** Promotions and terminations availability data taken from the total CNSC 2005-2006 representation data.

- Aboriginal peoples' representation decreased slightly to 10 from 11 last year. Nevertheless, the CNSC has two more employees than the anticipated availability estimates. Aboriginal peoples account for 1.7% of the workforce, rather than the expected 1.4%.
- Our Aboriginal representation at the clerical level is slightly below the availability estimates.
- Representation of Aboriginal peoples surpasses availability estimates in Professionals (+3), whereas representation decreased in Clerical Personnel, for a gap of (-1).
- The CNSC anticipated that two Aboriginal employees would be hired in 2005-2006, but none were recruited. One Aboriginal employee left the CNSC during the same period, which is consistent with expected departures according to the data.

Table 5
Representation, hiring, promotions and terminations
Fiscal year 2006-2007

Employment Equity Occupational Group	All Employees #	MEMBERS OF VISIBLE MINORITIES				
		#	%	#*	%	Gap #*
Representation						
Senior Managers	20	2	10.0%	1	5.1%	1
Middle & Other Managers	62	4	6.5%	7	10.5%	-3
Professionals	291	64	22.0%	42	14.3%	22
Semi-Professionals & Technicians	76	6	7.8%	7	9.1%	-1
Supervisors, Administrative and Senior Clerical Personnel	107	2	1.9%	8	7.4%	-6
Clerical Personnel	47	3	6.4%	4	7.5%	-1
Total	603	81	13.4%	68	11.2%	13
Hires**	133	20	15.0%	15	11.2%	5
Promotions***	38	4	10.5%	5	12.0%	-1
Terminations***	58	7	11.9%	7	12.0%	0

* Totals may not equal the sum of components due to rounding.

Sources: 2001 Census and 2001 Participation and Activity Limitation Survey (PALS)

** Hires availability data taken from the 2001 Census of Canada and the 2001 PALS.

*** Promotions and terminations availability data taken from the total CNSC 2005-2006 representation data.

- Representation of members of visible minorities surpasses availability in Professionals (22, compared to 13 last year) and Senior Management (+1).
- Members of visible minorities surpass the availability estimates. In total, 81 are on staff (13.4% of all employees), 13 more than the external availability estimates.
- Visible minorities remain under-represented in Middle Management (-3); Semi-Professionals and Technicians; Supervisors, Administrative and Senior Clerical Personnel (-6) and Clerical Personnel (-1).
- According to external recruitment data, members of visible minorities have been recruited in numbers that exceed the availability estimates. In total, the CNSC has recruited 81 members of visible minorities rather than the expected 68.
- Members of visible minorities had a slightly smaller share of promotions than anticipated (4 instead of 5).
- Seven members of visible minorities left the CNSC in 2006-2007, which is consistent with expected departures according to the data.

3. Principal Measures Taken to Implement Employment Equity

In 2006-2007, the CNSC remains determined to continue making progress and pursue the initiatives it has begun. A five-year Employment Equity Plan (March 2007 to March 2012) outlines the actions the CNSC will take to improve groups' representation.

Emphasis will be placed on raising awareness of employment equity through information and training for employees, managers, human resources advisors and external groups.

With regard to workplace accommodation, the CNSC has a contract with an ergonomist to regularly meet employees' needs.

Annex A

Table 6
Representation of designated groups by EEOG
March 31, 2007

EEOG	Total	Women		Persons with Disabilities		Aboriginal Peoples		Visible Minorities	
		#	%	#	%	#	%	#	%
Senior Managers	20	2	10.0%	0	0.0%	1	5.0%	2	10.0%
Middle & Other Managers	62	20	32.3%	1	1.6%	0	0.0%	4	6.5%
Professionals	291	75	25.8%	7	2.4%	6	2.1%	64	22.0%
Semi-Professionals & Technicians	76	29	38.2%	1	1.3%	2	2.6%	6	7.9%
Supervisors, Administrative and Senior Clerical Personnel	107	94	87.5%	6	5.8%	1	1.0%	2	1.9%
Clerical Personnel	47	40	85.1%	0	0.0%	0	0.0%	3	6.4%
Total workforce	603 ¹	260	43.1%	15	2.5%	10	1.7%	81	13.4%

Table 7
Representation of designated groups by region
March 31, 2007

Region	Total	Women		Persons with Disabilities		Aboriginal Peoples		Visible Minorities	
		#	%	#	%	#	%	#	%
National Capital Region	539	236	43.8%	12	2.2%	8	1.5%	76	14.1%
New Brunswick	3	2	66.7%	0	0.0%	0	0.0%	0	0.0%
Quebec	11	5	45.5%	1	9.1%	0	0.0%	0	0.0%
Ontario	33	9	27.3%	0	0.0%	1	3.0%	4	12.1%
Saskatchewan	10	2	20.0%	0	0.0%	1	10.0%	0	0.0%
Alberta	7	6	85.7%	2	28.6%	0	0.0%	1	14.3%
Total workforce	603 ¹	260	43.1%	15	2.5%	0	1.7%	81	13.49%

¹ Total workforce: excludes term employees of less than 3 months, employees on leave without pay and students of less than 3 months.

Table 8
Representation of designated groups by salary range
March 31, 2006

Classification and Range*	Total	Women		Persons with Disabilities		Aboriginal Peoples		Visible Minorities	
		#	%	#	%	#	%	#	%
E4: \$151,800 - \$178,700	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%
E3: \$139,300 - \$164,000	2	1	50.0%	0	0.0%	0	0.0%	0	0.0%
E2: \$121,100 - \$142,500	8	1	12.5%	0	0.0%	0	0.0%	1	12.5%
E1: \$110,200 - \$129,700	9	1	11.1%	0	0.0%	1	11.1%	0	0.0%
MGT: \$91,748 - \$116,908	54	14	25.9%	1	1.9%	0	0.0%	4	7.4%
RL TS 7: \$79,728 - \$107,538	97	10	10.3%	0	0.0%	1	1.0%	35	36.1%
RL SE7SUP: \$72,611 - \$97,974	5	0	0.0%	0	0.0%	0	0.0%	1	20.0%
RL SE 7: \$72,611 - \$97,974	105	25	23.8%	4	3.8%	1	1.0%	13	12.4%
RL SE 6: \$62,196 - \$83,918	58	24	41.4%	0	0.0%	1	1.7%	8	13.8%
RL SE 5: \$53,271 - \$71,879	9	5	55.6%	0	0.0%	0	0.0%	1	11.1%
RL APP 7: \$72,611 - \$97,974	13	5	38.5%	0	0.0%	0	0.0%	1	7.7%
RL APP 6: \$62,196 - \$83,918	59	23	39.0%	1	1.7%	1	1.7%	7	11.9%
RL APP 5: \$53,271 - \$71,879	48	33	68.8%	4	8.3%	2	4.2%	4	8.3%
RL APP 4: \$45,141 - \$58,394	27	20	74.1%	1	3.7%	2	7.4%	0	0.0%
RL APP 3: \$38,665 - \$50,016	100	91	91.0%	4	1.0%	1	1.0%	5	5.0%
RL APP 2: \$33,119 - \$42,841	7	6	85.7%	0	0.0%	0	0.0%	0	0.0%
RL APP 1: \$28,367 - \$36,693	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Total workforce	603	260	43.1%	15	2.5%	10	1.7%	81	13.4%

* Salary ranges are currently under review.

