



Treasury Board of Canada
Secrétariat

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Employment Equity in the **Public Service of Canada** 2009–10

Annual Report to Parliament



Canada

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Catalogue No. BT1-9/2010

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President's Message



I am pleased to present the 18th annual report to Parliament on employment equity in the Public Service of Canada.

Canada's public service is a national asset that is critical to our competitiveness in today's complex global economy. It employs some of the most highly skilled people in the world, and I am proud of the strides we have made to ensure that they work in an inclusive and exemplary workplace that reflects Canada's rich diversity of people and cultures.

The Government is committed to ensuring that Canada's public service continues to mirror the growing diversity of Canada's population, and that all Canadians have an equal opportunity to work for their government based on merit, regardless of race or ethnicity. This commitment speaks to the strong people values of the public service, which include dealing with all citizens with respect, fairness and courtesy.

This report demonstrates the progress that federal departments continue to make in reaching the diversity objectives of the *Employment Equity Act*. I invite all Canadians to read it to see the steps we are taking in building a world-class public service.

Original signed by

The Honourable Stockwell Day, P.C., M.P.
President of the Treasury Board

Speaker of the Senate

Dear Mr. Speaker:

Pursuant to subsection 21(1) of the *Employment Equity Act*, I have the honour of submitting to Parliament, through your good offices, the 2009–10 annual report on employment equity in the public service of Canada.

Yours sincerely,

Original signed by

The Honourable Stockwell Day, P.C., M.P.
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Dear Mr. Speaker:

Pursuant to subsection 21(1) of the *Employment Equity Act*, I have the honour of submitting to Parliament, through your good offices, the 2009–10 annual report on employment equity in the public service of Canada.

Yours sincerely,

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Introduction

I am pleased to present this report providing information on the progress of employment equity (EE) for the core public administration for fiscal year 2009–10 as required by the *Employment Equity Act*. The report also identifies successful strategies and measures taken by departments to achieve these results.

Respect for human dignity—valuing every person and treating everyone with fairness—is fundamental to the public service values that underlie the way the government recruits, promotes and evaluates its employees. Our values also require us to make appointments based on merit; to open public service employment to all qualified Canadians; and to make efforts to ensure that processes are free of systemic barriers that could restrict opportunities for women, Aboriginal peoples, persons with disabilities and members of a visible minority group.

In the study *Projections of the diversity of the Canadian population* published in March, 2010, Statistics Canada predicted that the diversity of Canada’s population would continue to increase significantly during the next two decades, reflecting a rich social, cultural, ethnic, and linguistic makeup. The study shows that by 2031, between 29 per cent and 32 per cent of our population could belong to a visible minority group, nearly doubling the figure reported in the 2006 Census.

The Clerk of the Privy Council continues to communicate the need for the public service at all levels to reflect the diversity of the Canadian population as an ongoing priority of public service renewal. In the 2009–10 Public Service Renewal Action Plan, he stressed the importance of departmental integrated business and human resources plans, indicating that they were to include concrete strategies to address representation and development of EE groups at all levels. In addition, special attention was to be paid to ensure that recruitment reflects the diversity of Canada’s workforce, with overall levels of visible minority group representation among post-secondary recruits to exceed workforce availability (WFA). The plan required deputy heads to provide managers with a set of best practices and practical approaches to improve diversity.

The government’s commitment to EE can be fully supported only when all employees “count themselves in,” whether they are members of a designated group or not. Self-identification under the *Employment Equity Act* is entirely voluntary. In accordance with subsection 18(4) of the Act, only those employees who identify themselves to their employer, or agree to be identified by their employer, as Aboriginal peoples, members of a visible minority group, and persons with disabilities can be counted as members of those designated groups for the purposes of this report. The information collected will then be used by the Office of the Chief Human Resources Officer (OCHRO) and departments to monitor progress in reaching EE goals. This report describes the departments’ efforts to achieve EE results in the context of public service renewal.

Overview of employment equity representation from April 1, 2009, to March 31, 2010

In fiscal year 2009–10, three of the four EE designated groups continued to be well represented relative to their respective WFA: women, Aboriginal peoples and persons with disabilities. Representation of employees in a visible minority group increased by a percentage point of 0.9 over last year, the largest yearly gain compared with previous years' figures over the last ten years. However, the group remained under-represented relative to its WFA.

As of March 31, 2010, women comprised 54.8 per cent of the core public administration, a marginal increase from the previous year at 54.7 per cent. This representation level was above the WFA for women (52.3 per cent).

Aboriginal peoples made up 4.6 per cent of the core public administration, a marginal increase from the previous year at 4.5 per cent. This representation level was above the WFA for Aboriginal peoples (3.0 per cent).

The representation of persons with disabilities was at 5.7 per cent, a slight decrease from the previous year at 5.9 per cent, but still above the WFA for this group (4.0 per cent).

The representation of employees in a visible minority group remained below the WFA of 12.4 per cent for this group. However, it experienced the largest gain of the four designated groups, an increase of 0.9 from 9.8 per cent in 2008–09 to 10.7 per cent in 2009–10.

The representation of EE designated group members in the Executive category has continued to improve and move closer to the WFA for this category. Representation was as follows: women at 44.1 per cent, a percentage point of 0.6 below their WFA (44.7 per cent); Aboriginal peoples at 3.7 per cent, a percentage point of 0.6 below their WFA (4.3 per cent); and members of a visible minority group at 7.3 per cent, a percentage point of 0.3 below their WFA (7.6 per cent). Leadership development program participation for employees in a visible minority group was particularly high for the year 2009–10 at 28.5 per cent. If this pattern continues, full representation at the Executive level could be reached in the near future. Executive representation for persons with disabilities continues to exceed their WFA of 4.0 per cent.

Chapter 1: Collaborating for results

This chapter outlines some of the initiatives undertaken by OCHRO, key stakeholders, bargaining agents and national EE councils.

Joint Employment Equity Committee

The Joint Employment Equity Committee (JEEC), a National Joint Council committee, provides a forum for OCHRO, the Public Service Commission of Canada (PSC) and bargaining agents to consult and collaborate on the development, implementation, and review of public service-wide policies and practices affecting EE designated groups.

The JEEC plays a major role in analyzing and providing recommendations on employment systems, which includes:

- ▶ assessing the impact of existing policies;
- ▶ providing input for emerging policies and practices; and
- ▶ identifying gaps in EE policies and practices.

The JEEC met six times during 2009–10. It undertook research to determine what impacts the Fitness to Work Evaluation process has had on the accommodation and return to work of persons with Disabilities in the Federal Public Service. Recommendations from this study will be submitted to OCHRO for consideration during implementation of the Treasury Board of Canada Secretariat's (the Secretariat's) Disability Management Initiative (DMI).

Employment equity councils

The federal public service established a secretariat in 2006–07 to provide administrative support to the three EE councils: the National Council of Aboriginal Federal Employees (NCAFE), the National Council of Federal Employees with Disabilities (NCFED), and the National Council of Visible Minorities (NCVM).

National Council of Aboriginal Federal Employees

In 2009–10, NCAFE continued to work on the goals identified in its business plan, namely, providing strategic policy advice to senior managers on recruitment and retention of Aboriginal federal employees; developing and delivering toolkits; and ensuring transparent, accountable, results-oriented governance for the Council. NCAFE has provided consultation to senior managers on programs and policies affecting Aboriginal employees in the following areas: the appointment process (for the PSC), the Aboriginal EE Plan (at Indian and Northern Affairs Canada), and recruitment from Aboriginal functional communities (at Public Works and Government Services Canada (PWGSC)). To further its education and liaison role, the chair of

NCAFE's executive committee has undertaken speaking engagements in departments and agencies, such as the Office of the Auditor General of Canada, National Defence, and the Privy Council Office (PCO). In partnership with the PSC's Aboriginal Centre of Excellence and key human resources advisors from line departments, NCAFE continues to provide leadership on the Interdepartmental Council on Aboriginal Employment, supporting the devolution of authority for the recruitment and retention of Aboriginal peoples to deputy heads.

National Council of Federal Employees with Disabilities

During 2009–10, the NCFED continued to focus on disability management, mental health, and other disability-related issues. The Council met with senior officials to raise awareness of the challenges faced by its members and proposed solutions to some of those challenges. NCFED council members contributed to the work undertaken by the Secretariat on the Disability Management Initiative and the *Policy Framework for People Management*. Council members also participated in and were consulted on several initiatives regarding the management of disability issues in the federal public service, including PCO's Public Service Renewal Committee, the Federal Workplace Well-being Network and PWGSC's *Custodial Parking Policy* as it relates to the Treasury Board's *Policy on the Duty to Accommodate Persons with Disabilities in the Federal Public Service*.

National Council of Visible Minorities

In 2009–10, NCVM executives held a series of conferences and training workshops for members in their respective regions across the country, including Halifax (Atlantic Region), Winnipeg (Central Region), Ottawa (National Capital Region (NCR)), Toronto (Ontario Region), Montreal (Quebec Region), and Vancouver and Edmonton (Western Region). These conferences and workshops provided members with the knowledge and tools to assist them in crafting their career paths.

The main event of the year was the 7th Symposium and National General Meeting in Toronto organized by the National Executive to mark the 10th anniversary of the NCVM in 2009. Members of the planning committee and the National Elections Committee came from all six regions of the NCVM. It was the first time that an NCVM Symposium and National General Meeting was held outside the NCR. This event was attended by more than 350 participants, including several deputy heads and non-visible minority senior managers from various departments and agencies.

Interdepartmental Network on Employment Equity

The Human Resources Horizontal Review (2009) and the shift to a more streamlined governance of human resources management have led OCHRO to rethink how best to provide services to the human resources community. In 2009–10, the new Interdepartmental Network on Employment Equity was created to replace the previous Interdepartmental Forum on Employment Equity. The network is based on a new model of shared departmental responsibilities rather than a centralized “top down” approach. The members themselves are responsible for setting the agenda, as well as coordinating network meetings and activities. Community volunteers rotate coordination tasks to organize quarterly meetings where they share information and ideas on the most effective ways to achieve EE objectives. For example, the Working Group on Self-Identification run by volunteers from the EE coordinator community continues to work on identifying and sharing best approaches on self-identification. OCHRO participates as an observer at network meetings. This new way of doing business will lead to the development of a more relevant agenda driven by an active and engaged community.

Canadian Human Rights Commission

The Canadian Human Rights Commission is responsible for ensuring compliance with the *Employment Equity Act* and conducts audits to determine whether employers meet the Act’s statutory requirements. The Employment Equity Audit Program aims to identify and eliminate barriers to employment in such areas as recruitment, selection and hiring, development and training, promotion, retention and termination, and accommodation. The program assists employers in implementing workforce practices that continuously improve EE in the workplace and make it second nature to the organization. By highlighting gaps and providing targeted advice, tools, and information to improve efficiency through compliance and progress audits conducted by Commission employees, the program helps employers improve their performance.

In 2009–10, the following organizations within the core public administration were found to be in compliance with the Act:

- ▶ Privy Council Office
- ▶ Health Canada
- ▶ Human Resources and Skills Development Canada

Workplace and Workforce Task Force

In 2009, the Clerk of the Privy Council tasked Monique Collette, President of the Atlantic Canada Opportunities Agency, to conduct a one-person task force and speak to departments and agencies regarding diversity, internal communications, and official languages. Conclusions and lessons learned were published in the *Workplace and Workforce Task Force: Compendium of Practical Approaches*, which can be found on the Canada School of Public Service¹ website. In addition, a page has been created on GCPEDIA for federal employees to continue discussing these topics.

Mme Collette also met with federal public servants at all levels to share the initiatives mentioned by participants and encourage employees to continue introducing measures that support a fully inclusive and representative workplace.

The Disability Management Initiative

In 2009, the Government of Canada launched the DMI. The project is a collaborative undertaking facilitated by OCHRO involving departments, agencies, key stakeholders, and the National Joint Council. The project aims to enable the proactive management of disability across the federal public service. It is to assist the public service in preventing illness and injury, and to accommodate employees who experience a disability resulting from illness, injury, or a medical condition. More specifically, OCHRO will engage the Canada School of Public Service to assess training and learning requirements in modern disability management practices, initiate a review of current disability management services offered by the public and private sectors, work with Human Resources and Skills Development Canada (HRSDC) to improve the visibility of the collection of data on occupational illness and injury, work with key OCHRO partners to ensure that DMI activities are aligned with key government human resources initiatives, and consult with the Public Service Commission on the duty to accommodate. The initiative is anticipated to conclude in March 2012.

1. Canada School of Public Service, <http://www.cspcs-efpc.gc.ca/pbp/pub/ww-cpa-eng.asp>.

Chapter 2: Good Practices and Practical Approaches

This chapter highlights successful practices and approaches adopted by various departments that resulted in progress toward the achievement of EE goals.

Sound planning and concerted efforts bring results

Department of Justice Canada

At the Department of Justice Canada, EE is well integrated into the human resources planning process, and accountability for achieving progress is clear. Direct reports to the deputy minister are asked to establish specific goals and strategies for the recruitment, promotion, and retention of EE designated groups in their respective areas of responsibility. These objectives are subsequently included as part of their performance management agreements. Progress is measured against goals, and managers are expected to implement special measures if goals are not realized. Bilateral discussions are held between direct reports and associate deputy ministers on EE performance matters.

To support the planning process, direct reports and their human resources advisors are regularly provided with timely workforce analysis to ensure they are aware of any shortfalls and gaps, and can put strategies in place to address them. Also, the department invested in a strong self-identification process (campaigns, follow-ups, etc.) to maintain a high self-identification return rate (87.3 per cent), thereby ensuring data quality.

In 2009–10, the Department of Justice Canada was rated the top department in the EE area out of a total of 49 departments as part of Management Accountability Framework assessment, Round VII. As well, the Senate's Standing Committee on Human Rights in its second report recognized the numerous positive steps that the department has undertaken to increase EE representation and expressed that it would like to see similar initiatives undertaken by other departments.

Public Works and Government Services Canada

Planning is the first step to ensure a high-performing workforce; however, investing in resources to implement plans is the only way to realize success. In 2009 at PWGSC, the deputy minister approved a staffing and recruitment plan to increase the representation of members of a visible minority group and Aboriginal peoples in the department. Concrete recruitment goals were set: 20 per cent of all post-secondary hires and 15 per cent of mid-career hires were to be members of these designated groups. The recruitment strategy was to be supported by available staffing flexibilities and related recruitment activities.

PWGSC maximized the use of pools to increase appointments of members of a visible minority group and Aboriginal peoples, included organizational needs in all job posters for the various regions, and required the use of representative selection boards for staffing processes involving members of a visible minority group. Tools such as “In the Know” (an information tool posted on the website to assist in resumé preparation) were encouraged, as was the involvement of employee networks in promoting PWGSC as an employer of choice. Workshops were also provided to all human resources advisors to help managers define their staffing strategies.

Measurable progress was achieved: 16 per cent of post-secondary recruits and 14 per cent of mid-career hires were members of a visible minority group. In addition, collaboration between departments and the use of staffing flexibilities resulted in the hiring of three members of a visible minority group from an interdepartmental executive pool and the offer of term appointments to Aboriginal peoples from a pool at Indian and Northern Affairs Canada.

Human Resources and Skills Development Canada

At HRSDC, recruitment goals are established specifically for those occupational categories and groups where under-representation within the four EE designated groups has been identified; these goals are then shared with senior management, human resources planners, and human resources advisors on a quarterly basis. Managers are reminded regularly to ensure that their EE recruitment and development goals and initiatives are addressed in their human resources activities and are based on the analysis provided by their regional diversity consultants. EE and official languages components are integrated within HRSDC’s Professional Development Programs Framework to ensure that these aspects are considered when departmental development programs are created.

Department of Finance Canada

The Employment Equity Committee at the Department of Finance Canada established a three-year EE plan integrated with the human resources plan to set EE goals. This was complemented by a new self-identification form and a follow-up program to encourage employees to self-identify. The department has been able to maintain a self-identification return rate of above 88 per cent.

To increase job applications from EE designated groups, the department developed marketing materials (“A Career that Counts”) to promote career possibilities at the department and sent packages to community associations representing persons with disabilities and Aboriginal students. According to current data, the department reported a 14-per-cent representation rate for members of a visible minority group, 2 per cent above their WFA.

Statistics Canada

At Statistics Canada, a multi-year action plan provided focus for the department and was supplemented by extensive workforce and demographic analysis to determine drop-off rates on collective staffing processes. Additional information, such as analysis of EE designated group representation in hiring, promotions, retention, and learning and development opportunities, was also made available to managers for planning purposes. In 2009–10, the department achieved a recruitment rate of 33.3 per cent for members of a visible minority group and was chosen as one of Canada's Best Diversity Employers of 2010 by Canada's Top 100 Employers.

Industry Canada

Industry Canada developed and promoted an integrated human resources planning template that included EE components. EE data are sent to assistant deputy ministers and human resources managers on a quarterly basis to keep them informed of their sector's progress and/or gaps. Data interpretation services are also provided on an ongoing basis.

Creating concrete initiatives is critical to achieving employment equity goals

Department of Justice Canada

A representative workforce is a priority at the Department of Justice Canada; the department has made a concerted effort to recruit members of EE designated groups above their respective WFA. Given that the Law Group (LA) is the largest occupational group at the department, special attention was given to establishing promotion goals by level for that group. This was complemented by 10 outreach initiatives geared toward the legal community. Progress on these goals is monitored and reported to senior management on a quarterly basis.

Managers continue to use the flexibilities accorded by the *Public Service Employment Act*; details are provided in the department's EE toolkit for managers, which is designed to provide practical information on the recruitment, retention, and development of designated group members. Diversity training is mandatory; departmental managers are required to take the bias-free selection course "Finding the Right Fit" provided through *Campusdirect*. They are also encouraged to ensure that assessment boards are representative and that all board members are trained in bias-free selection. In addition, managers and human resources advisors are provided with tools to ensure that candidates are accommodated at all phases of the staffing process.

For 2009–10, the department achieved recruitment rates for the LA-01 level for all EE designated groups well beyond their respective WFA: women at 67 per cent, Aboriginal peoples at 4.8 per cent, persons with disabilities at 4.8 per cent, and members of a visible minority group at 21 per cent. The department continues to make excellent progress on the representation of designated members in this occupational group.

Health Canada

Health Canada launched the pilot Persons with Disabilities Opportunity Program (PWDOP) in October 2009. The main goal of the program is to provide opportunities for persons with disabilities to showcase their education, skills, and experience and for the department to maximize its talent pool. The Assistant Deputy Minister Champion and the Chair of the Persons with Disabilities Network were both instrumental in launching this program last fall.

To date, 53 assignments have been identified across the department, 38 participants have registered, and 11 matches have been made. These assignments are aimed at providing career opportunities for staff to acquire new skills, enhance their work experience, expand their professional network, and prepare for future vacancies. A formal evaluation will be conducted in the upcoming months to obtain feedback and enhance the program through lessons learned.

Public Safety Canada

Public Safety Canada visited several universities and participated in career fairs as part of the Post-Secondary Recruitment Program. Representatives promoted the department's EE program and encouraged designated groups to apply. In total, 13.3 per cent of post-secondary recruits were members of the four designated groups, 1.3 percentage points above the department's goal of 12 per cent.

Environment Canada

In 2009, Environment Canada created the Employment Equity Express Lane Recruitment initiative to accelerate staffing services for managers wishing to hire EE designated group members into entry-level positions where under-representation exists. An inventory of candidates who are members of a visible minority group was established for the Scientific and Professional and Technical categories, and a national pool of candidates of members of a visible minority group was started for the Administrative Support category. Interdepartmental inventories of designated group candidates in the Physical Sciences and Engineering and Scientific Support groups are made available through the Express Lane. A list of candidates can be provided to interested managers within 48 hours of a request being made.

Public Works and Government Services

PWGSC offered information sessions on how to apply for staffing processes to EE designated group employees in the NCR. Between December 2009 and March 2010, a total of nine sessions were given.

Canadian Environmental Assessment Agency

The Canadian Environmental Assessment Agency uses the Federal Student Work Experience Program as a recruitment tool to bring in students from the designated groups and has been using the bridging mechanism to close EE gaps.

Employee development and learning

Health Canada

As part of Health Canada's continued efforts to acquire top talent and achieve diversity within its leadership cadre, the Assistant Deputy Minister, Corporate Services Branch, conducts interview coaching workshops for aspiring leaders from the designated groups to prepare them for upward movement into executive level positions. These workshops are intended to provide participants with key information, tools, techniques, and practical simulations to improve their performance in executive selection interviews.

The sessions include a mock interview by an assessment board comprised of the Assistant Deputy Minister, Corporate Services, a visiting assistant deputy minister, and the Director General, Human Resources Services. Participants engage in a role play exercise that simulates an executive interview process. They are invited to answer sample interview questions and receive valuable, constructive guidance and feedback on best practices and interview skills.

This is a unique learning and development opportunity hosted by two experienced, knowledgeable assistant deputy ministers and supported by the Executive Group Services Division of the Human Resources Services Directorate at Health Canada.

Atlantic Canada Opportunities Agency

Learning and development continue to be a strong focus at the Atlantic Canada Opportunities Agency. The Nova Scotia regional office implemented a career development initiative for members of EE designated groups. The strategy takes into consideration the individual needs of each group, and a range of services is offered, including coaching, mentoring, access to assessment tools, and French language training.

In February 2010, the agency launched "Most Wanted," an anti-harassment campaign that mimics the popular Hasbro board game Clue. Approximately 70 employees took up the challenge to solve the mystery of "who done it and where." Employee participation and friendly rivalry have allowed everyone to learn a little more about the issues of harassment, and how to prevent it, in a fun and open environment. A diversity resource library was also developed by the agency.

Enabling infrastructure

Industry Canada

At Industry Canada, EE and diversity information is available on the department's Wiki to allow wide-spread communication and the exchange of opinions.

Human Resources and Skills Development Canada

HRSDC established the new Duty to Accommodate Centre of Expertise to provide human resources staff, managers, and key stakeholders with expert advice, guidance, tools, training, and best practices in order to meet employee workplace accommodation requests.

In 2009–10, HRSDC supported the Task Team on Accessibility and the working group Creating a Healthy and Enabling Workplace. It continues to provide financial support to the three national EE councils.

Correctional Service Canada

In June 2009, Correctional Service Canada launched a new management information system called “the Cube” to provide managers with easily accessible, comprehensive EE data and trend analysis. Managers are able to compare EE results with that of the general population according to location, gender, classification, group level, age, etc. This tool was designed to provide not only current information but also trend and progress information. The Cube was created taking advantage of existing departmental technology with no additional effort required to populate the system.

Statistics Canada

Obtaining a good return rate on self-identification is one way to ensure accurate and valid data. Statistics Canada created a self-serve portal through which employees can access and update their self-identification data. This has reduced the non-response rate from 13.9 per cent to 6.9 per cent.

Western Economic Diversification Canada

Western Economic Diversification Canada regularly tracks, monitors, and reports EE results to align goals and identify areas of concern. Key EE data are reported to the deputy minister, senior management, and human resources advisors. The department has met or exceeded recruitment goals for new professionals for the past three years.

Beyond the numbers: Building a positive workplace culture and strong leadership to enable employment equity goals

Health Canada

Health Canada, which was recognized as one of Canada's Best Diversity Employers for 2010 by Canada's Top 100 Employers, has a well-established infrastructure for EE and diversity. Leadership at the deputy levels is sustained and engaged, and the six assistant deputy minister champions for the employee-driven networks include the Aboriginal Employees Network, the Persons with Disabilities Network, and the Visible Minorities Network. Branch and regional EE champions and coordinators work in close cooperation to promote diversity, influence the business agenda to integrate diversity into the department's daily program and policy activities, and enhance corporate culture change. Employee-driven networks composed of volunteers at all levels across the department are key stakeholders in the diversity management and accountability framework and play a critical role in promoting an inclusive workplace. This collective leadership is an important component in the successful transformation of workplace culture.

Public Works and Government Services Canada

In 2009–10, PWGSC put in place a new governance structure to revitalize its diversity networks by creating the Joint Committee on Employment Equity and Diversity, which comprises the chairs of the diversity networks, the youth network, and the managers' network. This new committee is co-chaired by management and the bargaining agents.

Department of Justice Canada

The Department of Justice Canada focuses on managers to create a welcoming and inclusive culture since they embody and translate the organization's culture to employees. In 2009–10, the department launched a mandatory two-day workshop to raise awareness about diversity. The main objectives of the sessions were to provide an overall understanding of the major concepts of diversity from a personal, interpersonal, and organizational perspective and give an appreciation of what diversity leadership means. A total of 16 workshops were given; over 360 managers completed the sessions with an overall satisfaction rate of 78 per cent. Creating a positive, welcoming culture requires engagement at all levels. The department is in planning to pilot diversity forums for employees in the next year.

Human Resources and Skills Development Canada

The Deputy Minister of Human Resources and Skills Development Canada appointed an Assistant Deputy Minister Champion for Diversity with a mandate to promote programs, initiatives, and special events and to endorse messages that raise awareness of the issues. Learning about EE is a priority at HRSDC as part of its strategy to create an inclusive culture.

The Human Resources branch developed a conceptual paper “Openness to Others: Creating a Culture of Inclusion” to examine the meaning and purpose of diversity and inclusiveness, as well as the business reasons for investing in a diverse and inclusive workplace. The document has been used as the basis for messaging and EE planning purposes. The human resources teams work in collaboration to organize events during Aboriginal Awareness week, for example, and to raise awareness of other EE issues. Events are promoted through weekly all-staff electronic bulletin articles and messages to all staff from the champion.

Chapter 3: What the Numbers Show

This chapter presents highlights of EE performance by designated groups in the core public administration for the 2009–10 fiscal year.

Definitions of the terminology used throughout this report are found in Appendix 1.

Women

Representation

- ▶ The overall representation of women increased marginally to 54.8 per cent in 2009–10, up from 54.7 per cent in 2008–09 and above their WFA of 52.3 per cent.

Occupational category

- ▶ At 44.1 per cent, the representation of women in the Executive category increased again in 2009–10, up from 43.0 per cent in 2008–09. However, this remains below their WFA of 44.7 per cent for the Executive category.
- ▶ Of all employees in the core public administration, the representation of women by occupational category was highest in the Administrative Support (80.1 per cent) and Administrative and Foreign Service (63.8 per cent) categories.
- ▶ The lowest representation of women was in the Technical category (24.7 per cent); additionally, this represented a 7.7 percentage point decrease from last year.
- ▶ Of all women employees in the core public administration, 52.1 per cent worked in the Administrative and Foreign Service category (44.8 per cent of all employees worked in this occupational category).

Age

The distribution of women by age was as follows:

- ▶ 24.5 per cent were younger than 35 (23.3 per cent of all employees were under the age of 35);
- ▶ 43.9 per cent were between the ages of 35 and 49 (43.2 per cent of all employees were within this age bracket);
- ▶ 31.6 per cent were over the age of 50 (33.5 per cent of all employees were over the age of 50); and
- ▶ 14.3 per cent were over the age of 55 (16.3 per cent of all employees were over the age of 55).

Distribution among departments and agencies

- ▶ The Parole Board of Canada employed the highest proportion of women at 80.0 per cent.
- ▶ Of large departments and agencies, the Royal Canadian Mounted Police (civilian staff) employed the highest proportion of women (79.4 per cent), followed by Veterans Affairs Canada (72.6 per cent) and HRSDC (69.9 per cent).

Tenure

- ▶ The percentage of women occupying an indeterminate position remained at 54.6 per cent in 2009–10.
- ▶ Of all women employed in the core public administration, 92.8 per cent had indeterminate status (93.1 per cent of all employees had this status).

Geography

- ▶ 44.7 per cent of women in the core public administration worked in the National Capital Region (NCR) (43.0 per cent of all employees worked in this region).
- ▶ Of the total number of employees working outside of Canada, 42.1 per cent were women, an increase from 40.1 per cent in 2008–09.

Salary

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

- ▶ 44.5 per cent earned less than \$55,000 annually (the percentage for all employees was 35.8 per cent);
- ▶ 68.3 per cent earned less than \$70,000 annually (the percentage for all employees was 61.7 per cent); and
- ▶ 92.3 per cent earned less than \$95,000 annually (the percentage for all employees was 89.7 per cent).

Hiring

- ▶ Women represented 55.5 per cent of all hires into the core public administration, a decrease of 1.6 percentage points from last year.
- ▶ Of all women recruited in 2009–10, 49.9 per cent were hired into indeterminate positions. This was down from last year's 55.4 per cent.
- ▶ At 41.7 per cent and 31.4 per cent respectively, the Administrative and Foreign Service and Administrative Support categories continued to be the main points of entry for women.

Promotions

- ▶ Women obtained 59.4 per cent of all promotions in the core public administration in 2009–10, a decrease of 2.5 percentage points from 2008–09.

Separations

- ▶ Women accounted for 53.4 per cent of all separations from the core public administration, an increase of 1 percentage point from 2008–09.

Figure 1. Representation of Women, 2000–10

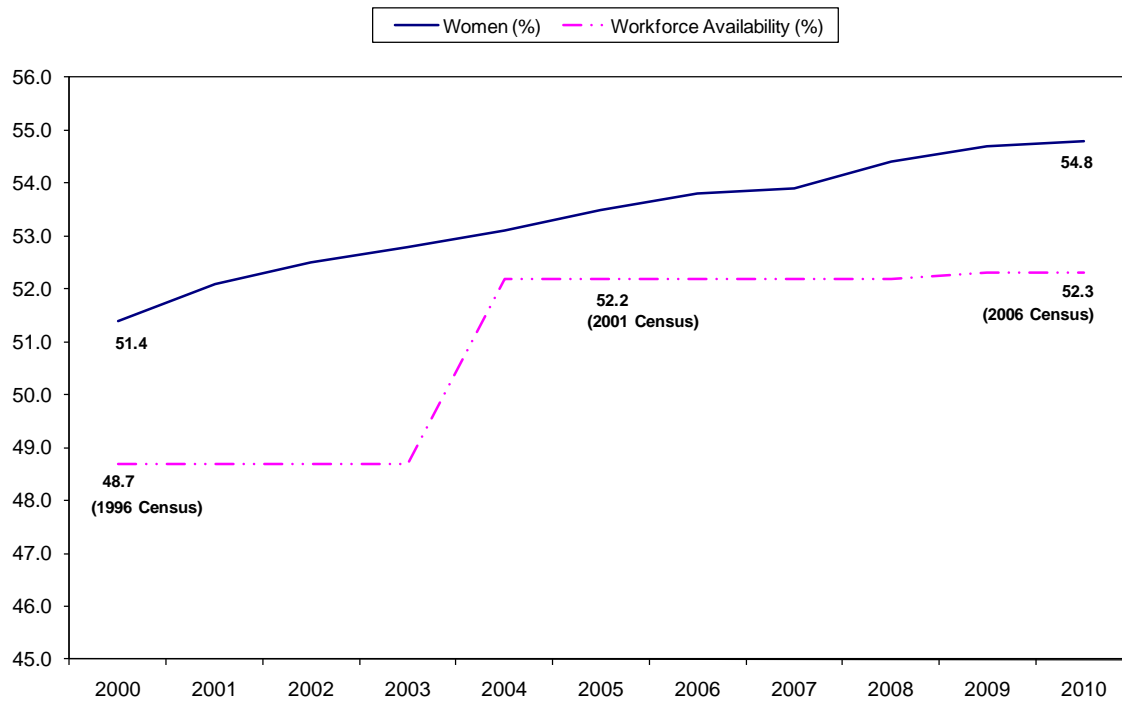
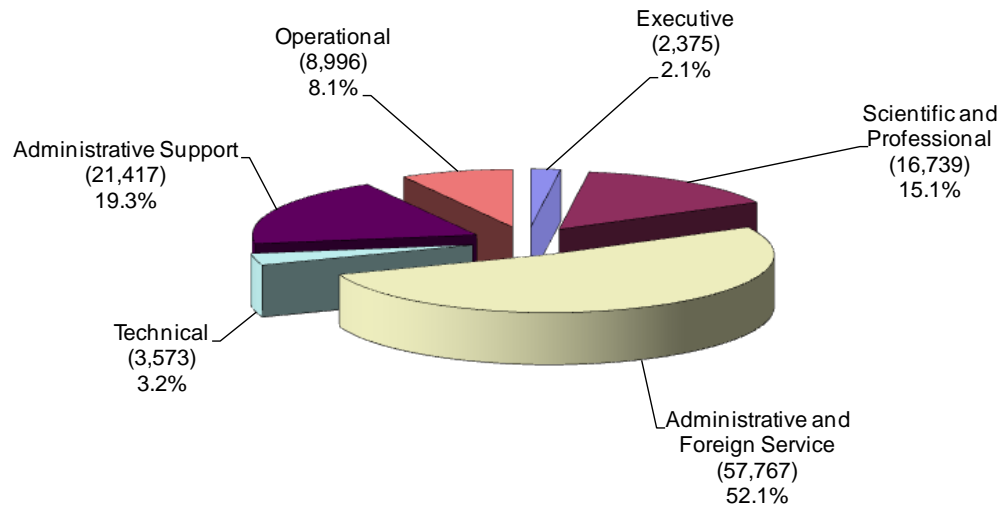


Figure 2. Distribution of Women by Occupational Category, 2009–10



Aboriginal peoples

Representation

- ▶ The overall representation of Aboriginal peoples within the core public administration increased marginally to 4.6 per cent in 2009–10, up from 4.5 per cent last year and above their WFA of 3.0 per cent.

Gender

- ▶ Female Aboriginal employees made up 61.5 per cent of Aboriginal employees.

Occupational category

- ▶ The representation of Aboriginal employees in the Executive category increased to 3.7 per cent in 2009–10, up from 3.6 per cent last year. However, this representation of Aboriginal employees in the Executive category was below their WFA of 4.3 per cent.
- ▶ Of all employees in the core public administration, the representation of Aboriginal employees by occupational category was highest in the Administration Support (5.3 per cent) and Operational (5.2 per cent) categories.
- ▶ The lowest representation of Aboriginal employees was in the Technical category (3.7 per cent).
- ▶ Of all Aboriginal employees in the core public administration, 48.8 per cent worked in the Administrative and Foreign Service category (44.8 per cent of all employees worked in this occupational category).

Age

The distribution of Aboriginal employees by age was as follows:

- ▶ 20.0 per cent of Aboriginal employees were younger than 35 (23.3 per cent of all employees were under the age of 35);
- ▶ 50.1 per cent were between the ages of 35 and 49 (43.2 per cent of all employees were within this age bracket);
- ▶ 30.0 per cent were over the age of 50 (33.5 per cent of all employees were over the age of 50); and
- ▶ 14.4 per cent were over the age of 55 (16.3 per cent of all employees were over the age of 55).

Distribution among departments and agencies

- ▶ Indian and Northern Affairs Canada employed the highest proportion of Aboriginal peoples at 29.1 per cent.
- ▶ 50.5 per cent of all Aboriginal employees worked in four departments: Indian and Northern Affairs Canada, Correctional Service Canada, HRSDC, and National Defence. These four departments represented 36.0 per cent of the total core public administration population.

Tenure

- ▶ The percentage of Aboriginal employees occupying an indeterminate position went from 4.6 per cent in 2008–09 to 4.7 per cent in 2009–10.
- ▶ Of all Aboriginal employees in the core public administration, 94.7 per cent had indeterminate status (93.1 per cent of all employees had this status).

Geography

- ▶ 33.8 per cent of Aboriginal peoples employed in the core public administration worked in the NCR (43.0 per cent of all employees worked in this region).

Salary

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

- ▶ 39.7 per cent earned less than \$55,000 annually (the percentage for all employees was 35.8 per cent);
- ▶ 66.6 per cent earned less than \$70,000 annually (the percentage for all employees was 61.7 per cent); and
- ▶ 92.9 per cent earned less than \$95,000 annually (the percentage for all employees was 89.7 per cent).

Hiring

- ▶ Aboriginal peoples represented 2.9 per cent of all hires into the core public administration, a decrease of a 0.4 percentage point from last year.
- ▶ Of all Aboriginal peoples recruited in 2009–10, 53.8 per cent were hired into indeterminate positions. This was a decrease of 4.2 percentage points from 2008–09.
- ▶ At 33.8 per cent and 29.1 per cent respectively, the Administrative and Foreign Service and Administrative Support categories continued to be the main points of entry for Aboriginal peoples.

Promotions

Aboriginal employees received 4.6 per cent of all promotions in the core public administration in 2009–10, an increase from 4.2 per cent in 2008–09.

Separations

- ▶ The rate of separation for Aboriginal employees increased to 4.4 per cent in 2009–10 from 3.9 per cent in 2008–09.

Figure 3. Representation of Aboriginal Peoples, 2000–10

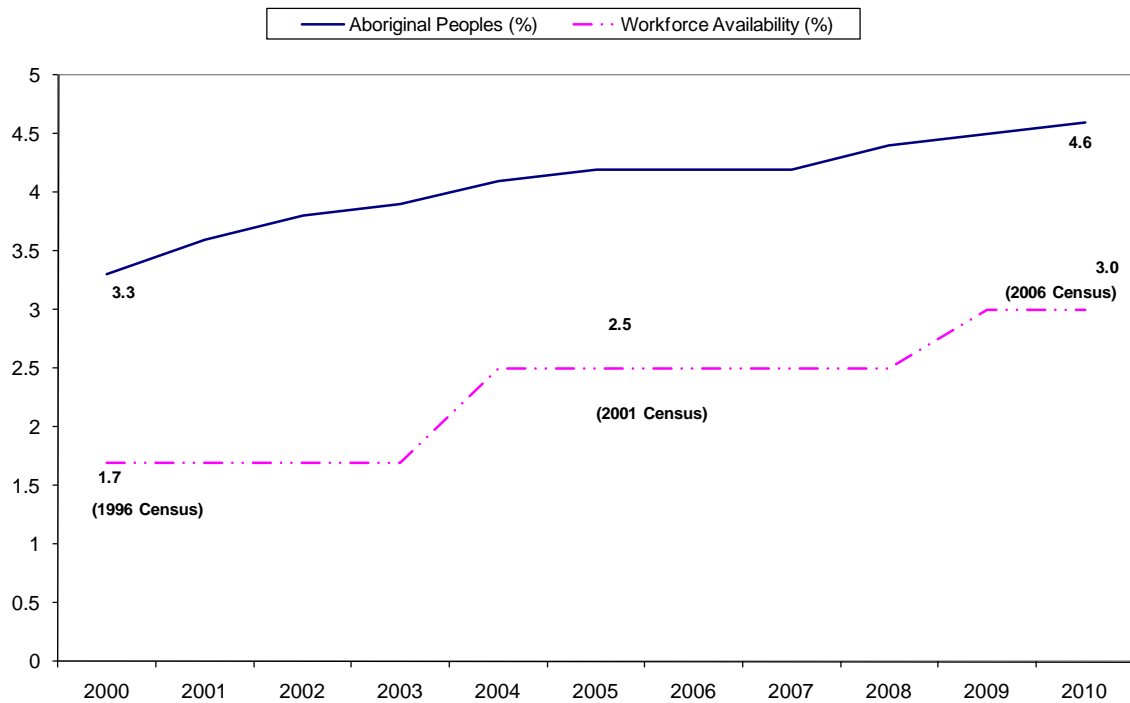
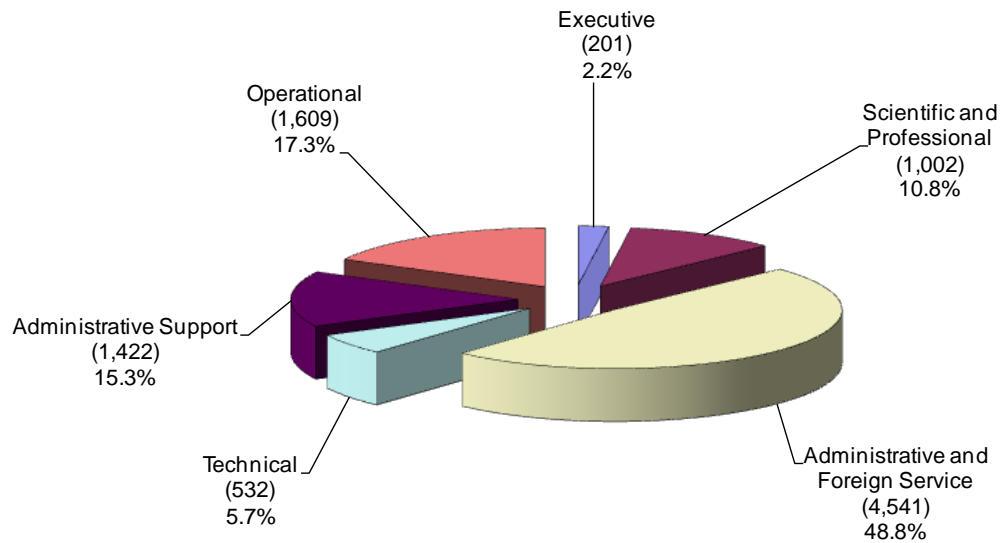


Figure 4. Distribution of Aboriginal Peoples by Occupational Category, 2009–10



Persons with disabilities

Representation

- ▶ The overall representation of persons with disabilities decreased to 5.7 per cent in 2009–10 from 5.9 per cent last year, but remained above their WFA of 4.0 per cent.

Gender

- ▶ Of all employees with disabilities employed in the core public administration, 51.6 per cent were women.

Occupational category

- ▶ The representation of employees with disabilities in the Executive category decreased to 5.7 per cent in 2009–10 from 6.2 per cent in 2008–09. This was above their WFA of 4.0 per cent for the Executive category.
- ▶ Of all employees in the core public administration, the representation of employees with disabilities by occupational category was highest in the Administration Support (7.6 per cent) and Administrative and Foreign Service (6.1 per cent) categories.
- ▶ The lowest representation of employees with disabilities was in the Scientific and Professional category (4.4 per cent).
- ▶ Of all employees with disabilities in the core public administration, 48.0 per cent worked in the Administrative and Foreign Service category (44.8 per cent of all employees worked in this occupational category).

Age

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

- ▶ 9.3 per cent were younger than 35 (23.3 per cent of all employees were under the age of 35);
- ▶ 39.2 per cent were between the ages of 35 and 49 (43.2 per cent of all employees were within this age bracket);
- ▶ 51.4 per cent were over the age of 50 (33.5 per cent of all employees were over the age of 50); and
- ▶ 27.4 per cent were over the age of 55 (16.3 per cent of all employees were over the age of 55).

Distribution among departments and agencies

- ▶ Of large departments and agencies, Veterans Affairs Canada employed the highest proportion of persons with disabilities (8.9 per cent), followed by the Secretariat (7.9 per cent) and the Department of Justice Canada (7.4 per cent).

Tenure

- ▶ The percentage of employees with disabilities occupying an indeterminate position went from 6.0 per cent in 2008–09 to 5.9 per cent in 2009–10.
- ▶ Of all employees with disabilities working in the core public administration, 96.2 per cent had indeterminate status (93.1 per cent of all employees had this status).

Geography

- ▶ 43.5 per cent of employees with disabilities in the core public administration worked in the NCR (43.0 per cent of all employees worked in this region).

Salary

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

- ▶ 40.0 per cent earned less than \$55,000 annually (the percentage for all employees was 35.8 per cent);
- ▶ 63.3 per cent earned less than \$70,000 annually (the percentage for all employees was 61.7 per cent); and
- ▶ 89.3 per cent earned less than \$95,000 annually (the percentage for all employees was 89.7 per cent).

Hiring

- ▶ At 2.5 per cent, the recruitment of persons with disabilities into the core public administration continued to be lower than their WFA (4.0 per cent).
- ▶ Of all persons with disabilities recruited into the core public administration in 2009–10, 43.9 per cent were hired into indeterminate positions. This was down from the last year's 50.0 per cent.
- ▶ At 46.5 per cent and 26.3 per cent respectively, the Administrative and Foreign Service and Administrative Support categories continued to be the main points of entry for persons with disabilities.

Promotions

- ▶ As in 2008–09, employees with disabilities received 5.0 per cent of all promotions in the core public administration.

Separations

- ▶ Employees with disabilities accounted for 7.9 per cent of all separations from the core public administration in 2009–10, an increase from 7.7 per cent a year ago.

Figure 5. Representation of Persons with Disabilities, 2000–10

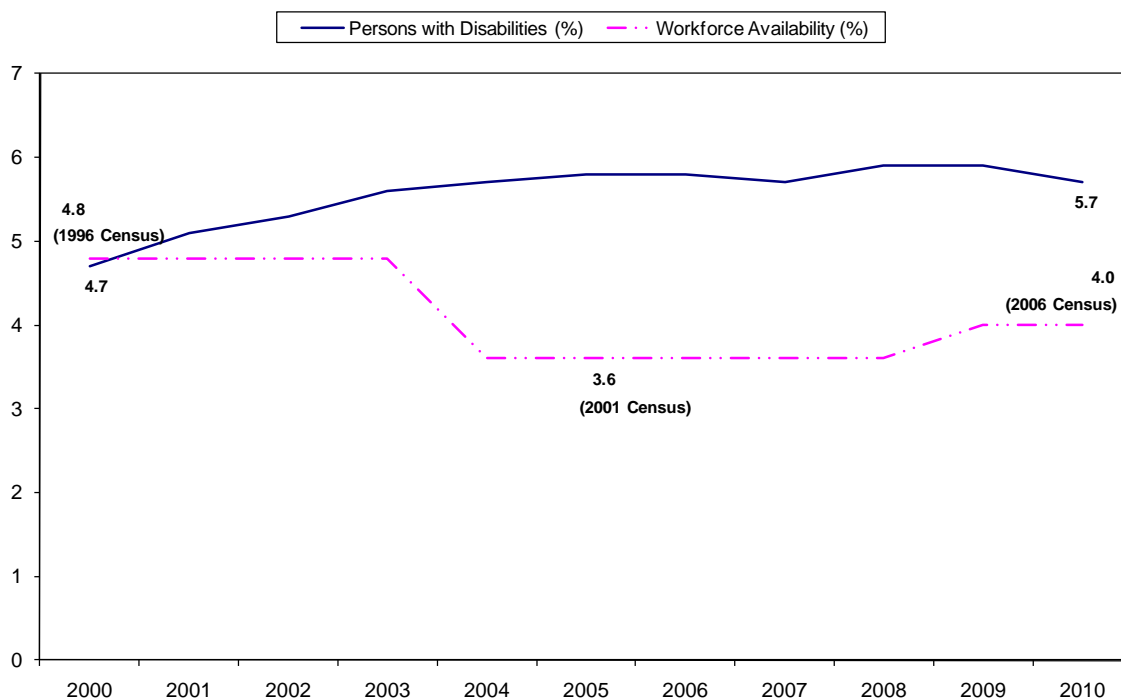
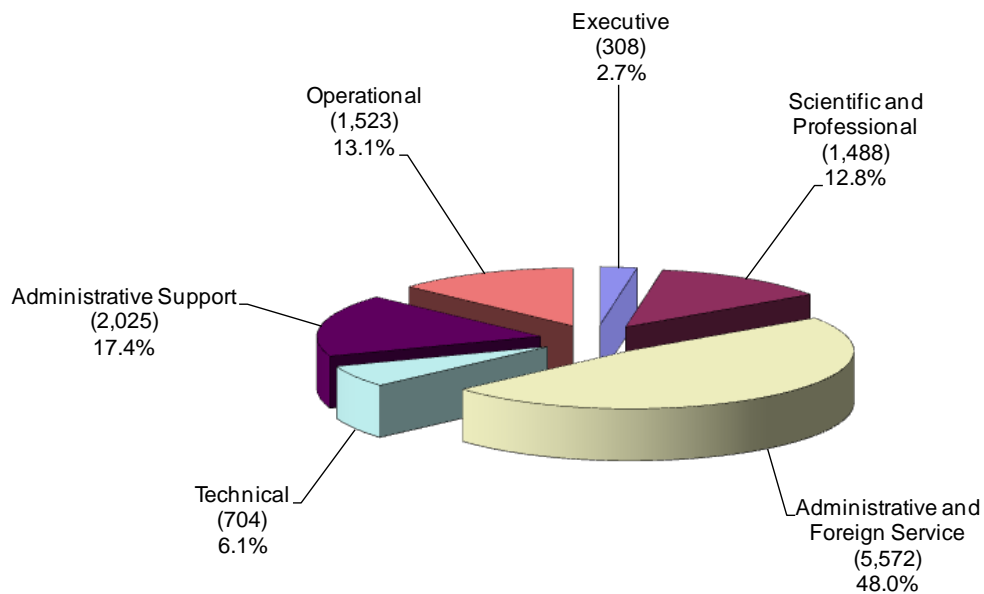


Figure 6. Distribution of Persons with Disabilities by Occupational Category, 2009–10



Members of a visible minority group

Representation

- ▶ Members of a visible minority group comprised 10.7 per cent of the core public administration's workforce, up from 9.8 per cent in the previous year but still below their WFA of 12.4 per cent.

Gender

- ▶ Of all visible minority group employees working in the core public administration, 55.3 per cent were women.

Occupational category

- ▶ The representation of visible minority employees in the Executive category increased to 7.3 per cent, up from 6.9 per cent in 2008–09. However, this was below their WFA of 7.6 per cent for the Executive category.
- ▶ Of all employees in the core public administration, the representation of visible minority employees by occupational category was highest in the Scientific and Professional (15.0 per cent) and Administrative Support (11.6 per cent) categories.
- ▶ The lowest representations of visible minority employees were in the Technical (6.4 per cent) and Operational (6.4 per cent) categories.
- ▶ Of all visible minority employees in the core public administration, 46.6 per cent worked in the Administrative and Foreign Service category (44.8 per cent of all employees worked in this occupational category).

Age

The distribution of visible minority group employees by age was as follows:

- ▶ 30.5 per cent were younger than 35 (23.3 per cent of all employees were under the age of 35);
- ▶ 45.0 per cent were between the ages of 35 and 49 (43.2 per cent of all employees were within this age bracket);
- ▶ 24.6 per cent were over the age of 50 (33.5 per cent of all employees were over the age of 50); and
- ▶ 13.7 per cent were over the age of 55 (16.3 per cent of all employees were over the age of 55).

Distribution among departments and agencies

- ▶ Of large departments and agencies, Citizenship and Immigration Canada (17.6 per cent) and Health Canada (17.3 per cent) had the highest representation rates for members of a visible minority group.

Tenure

- ▶ The percentage of visible minority group employees occupying an indeterminate position went from 9.8 per cent in 2008–09 to 10.6 per cent in 2009–10.
- ▶ Of the members of a visible minority group employed in the core public administration, 92.9 per cent had indeterminate status (93.1 per cent of all employees had this status).

Geography

- ▶ 48.0 per cent of the members of a visible minority group employed in the core public administration worked in the NCR (43.0 per cent of all employees in the core public administration worked in this region).
- ▶ The majority of visible minority group employees worked in three regions: the NCR, Ontario (excluding the NCR), and British Columbia.

Salary

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

- ▶ 35.9 per cent earned less than \$55,000 annually (the percentage for all employees was 35.8 per cent);
- ▶ 61.1 per cent earned less than \$70,000 annually (the percentage for all employees was 61.7 per cent); and
- ▶ 91.4 per cent earned less than \$95,000 annually (the percentage for all employees was 89.7 per cent).

Hiring

- ▶ Of all new hires into the core public administration in 2009–10, 11.3 per cent were members of a visible minority group, an increase of 1.2 percentage points from last year.
- ▶ Of the members of a visible minority group hired into the core public administration in 2009–10, 56.3 per cent were hired into indeterminate positions. This was down from the last year's 60.9 per cent.
- ▶ At 42.9 per cent and 24.0 per cent respectively, the Administrative and Foreign Service and Administrative Support categories continued to be the main points of entry for members of a visible minority group.

Promotions

- ▶ Members of a visible minority group received 12.1 per cent of all promotions in the core public administration in 2009–10, an increase from last year's 11.7 per cent.

Separations

- ▶ Members of a visible minority group accounted for 6.4 per cent of all separations from the core public administration in 2009–10, a decrease from last year's 6.6 per cent.

Figure 7. Representation of Members of a Visible Minority Group, 2000–10

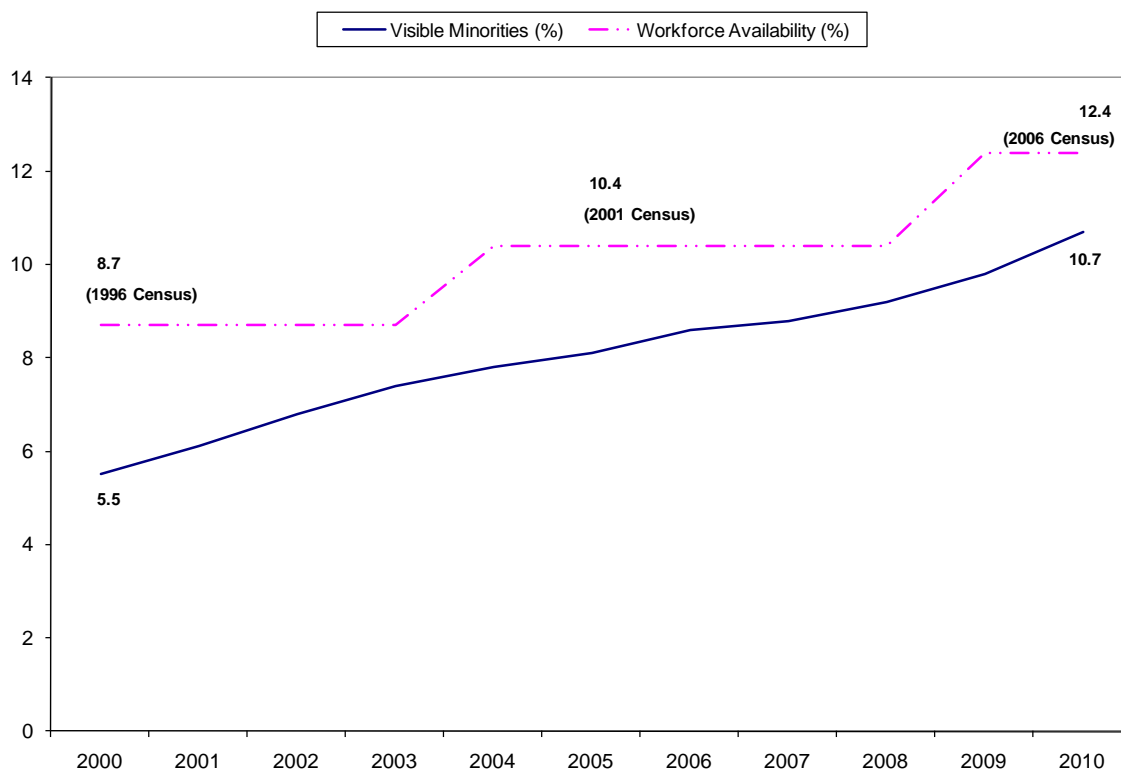
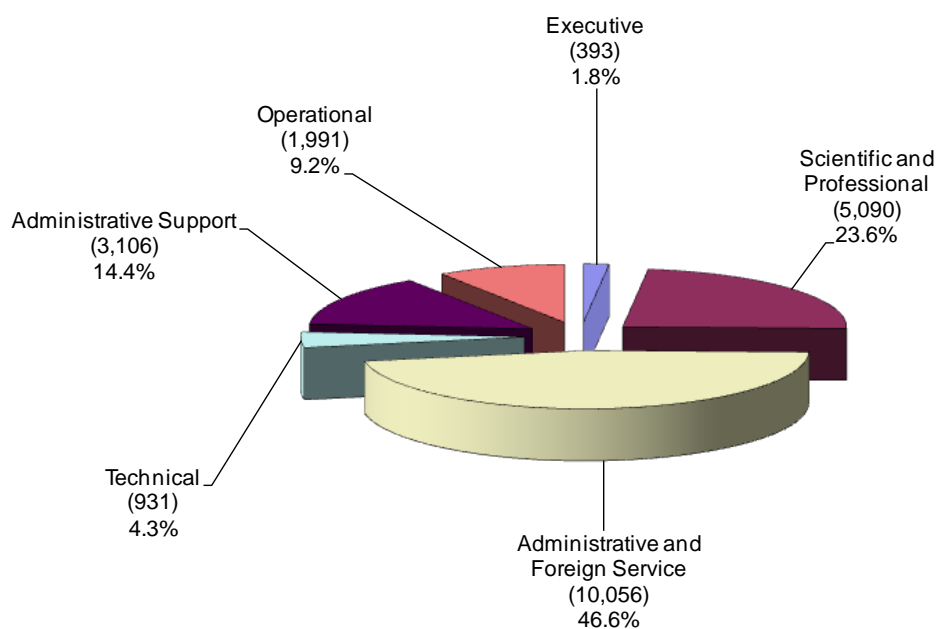


Figure 8. Distribution of Members of a Visible Minority Group by Occupational Category, 2009–10



Comparisons and highlights among the designated groups

Representation

- ▶ Three of the four designated groups remained well represented relative to their respective WFA. Women accounted for 54.8 per cent of employees in the core public administration, Aboriginal peoples 4.6 per cent, and persons with disabilities 5.7 per cent, relative to their WFA of 52.3 per cent, 3.0 per cent and 4.0 per cent respectively. Additionally, these designated groups have consistently exceeded their respective WFA over the last ten years.
- ▶ The representation of members of a visible minority group in the core public administration was 10.7 per cent in 2009–10. The representation for this group has been increasing steadily over the last ten years; however, it remained below their WFA of 12.4 per cent.

Gender

- ▶ In 2009–10, the number of women in the core public administration increased by 3,781. Women represented 54.8 per cent of the core public administration's workforce.
- ▶ The representation of women in the Executive category was at 44.1 per cent and has been steadily increasing; however, it is slightly below their WFA of 44.7 per cent.
- ▶ At 80.1 per cent, women still made up a disproportionate share of the employees in the Administrative Support category.

Occupational category

- ▶ The representation of women, Aboriginal peoples, and members of a visible minority group increased in the Executive category: women increased to 44.1 per cent, up from 43.0 per cent last year; Aboriginal peoples increased to 3.7 per cent, up from 3.6 per cent last year; and members of a visible minority group increased to 7.3 per cent, up from 6.9 per cent last year. However, representation remained below the WFA in each category.
- ▶ Of all occupational categories, the largest number of employees worked in the Administrative and Foreign Service category (44.8 per cent of the core public administration's total workforce). Percentages of members from the designated groups working in this occupational category were as follows:
 - Women—63.8 per cent (up from 62.5 per cent the previous year);
 - Aboriginal peoples—5.0 per cent (up from 4.8 per cent the previous year);
 - Persons with disabilities—6.1 per cent (down from 6.2 per cent the previous year); and
 - Members of a visible minority group—11.1 per cent (up from 10.0 per cent the previous year).
- ▶ As in previous years, the representation of members of a visible minority group was highest in the Scientific and Professional category (15.0 per cent, up from 14.2 per cent the previous year).

Age

- ▶ Persons with disabilities continued to have the highest proportion of employees over the age of 45, at 70.5 per cent. The other three groups showed much lower proportions of employees over the age of 45 (48.5 per cent for women, 47.4 per cent for Aboriginal peoples and 38.7 per cent for members of a visible minority group).
- ▶ Members of a visible minority group had the highest proportion of employees younger than 35 years of age (30.5 per cent). The other three groups showed lower proportions of employees younger than 35 years of age (24.5 per cent for women, 20.0 per cent for Aboriginal peoples, and 9.3 per cent for persons with disabilities).

Distribution among departments and agencies

- ▶ HRSDC continued to employ the highest number of women (17,077 or 15.4 per cent) in the core public administration.
- ▶ Of all Aboriginal employees, 50.5 per cent worked in four departments: Indian and Northern Affairs Canada, Correctional Service Canada, HRSDC and National Defence. Combined, these four departments represented 36.0 per cent of the core public administration's total population.
- ▶ Of all persons with disabilities, 29.9 per cent worked in two departments: National Defence (1,783) and HRSDC (1,696). This was consistent with their representation in 2008–09.
- ▶ Of all members in a visible minority group in the core public administration, 36.3 per cent worked in four departments: HRSDC (2,801), Health Canada (1,713), National Defence (1,669), and Canada Border Services Agency (1,647).
- ▶ Of the 26 departments with more than 1,000 employees, the following nine had a percentage of members of a visible minority group at or above their WFA of 12.4 per cent:
 - Citizenship and Immigration Canada (17.6 per cent);
 - Health Canada (17.3 per cent);
 - Statistics Canada (16.8 per cent);
 - Passport Canada (16.1 per cent);
 - Department of Justice Canada (15.1 per cent);
 - Industry Canada (13.7 per cent);
 - Treasury Board of Canada Secretariat (13.7 per cent);
 - Environment Canada (13.6 per cent); and
 - Public Health Agency of Canada (12.8 per cent).

Tenure

- ▶ As in previous years, the majority of the core public administration's workforce is made up of indeterminate employees (93.1 per cent). The proportion of indeterminate employees among EE designated groups remained comparable to the average of all employees in the core public administration's workforce.
 - Women—92.8 per cent (slightly down from 92.9 per cent the previous year);
 - Aboriginal peoples—94.7 per cent (up from 93.5 per cent the previous year);
 - Persons with disabilities—96.2 per cent (up from 95.9 per cent the previous year); and
 - Members of a visible minority group—92.9 per cent (down from 93.1 per cent the previous year).

Geography

- ▶ Of the core public administration's total workforce, 43.0 per cent worked in the NCR. Of the total workforce, the proportion of members of the designated groups working in the NCR was as follows:
 - Members of a visible minority group—48.0 per cent;
 - Women—44.7 per cent;
 - Persons with disabilities—43.5 per cent; and
 - Aboriginal peoples—33.8 per cent.
- ▶ British Columbia continued to have the highest representation of members of a visible minority group at 16.8 per cent in 2009–10, followed by Ontario (excluding the NCR) at 13.9 per cent. This is consistent with previous years.
- ▶ Prince Edward Island had the highest representation of women and persons with disabilities at 63.4 per cent and 8.6 per cent respectively. This was consistent with previous years.

Salary

- ▶ Approximately 80.9 per cent of all employees in the core public administration earned \$50,000 or more in 2009–10. The proportions increased for the designated groups in 2009–10 and were as follows:
 - Women—76.6 per cent;
 - Aboriginal peoples—79.0 per cent;
 - Persons with disabilities—78.7 per cent; and
 - Members of a visible minority group—80.5 per cent.

Hiring

- ▶ In 2009–10, 20,082 employees joined the core public administration. All designated groups showed a year-over-year decrease from 2008–09 to 2009–10 in their percentage of new indeterminate employees hired: women—from 55.4 per cent to 49.9 per cent; Aboriginal peoples—from 58.0 per cent to 53.8 per cent; persons with disabilities—from 50.0 per cent to 43.9 per cent; and members of a visible minority group—from 60.9 per cent to 56.3 per cent.
- ▶ The hiring of members of a visible minority group increased to 11.3 per cent in 2009–10, up from 10.1 per cent in 2008–09. However, hiring from the other three designated groups decreased: women decreased to 55.5 per cent (down from 57.1 per cent), Aboriginal peoples decreased to 2.9 per cent (down from 3.3 per cent) and persons with disabilities decreased slightly to 2.5 per cent (down from 2.6 per cent).
- ▶ There were 574 Aboriginal employees hired in 2009–10; 31.0 per cent of the hiring occurred in the NCR, followed by 14.6 per cent in British Columbia, and 12.9 per cent in Manitoba.
- ▶ The percentage of members of a visible minority group hired into the Executive category increased to 9.7 per cent (up from 8.8 per cent), which is well above their WFA of 7.6 per cent.

Promotions

- ▶ 56.6 per cent of all promotions in the core public administration occurred in the NCR. This rate represents a significant increase from last year's promotions rate of 24.2 per cent. The following provides the distribution, by designated group, of the 14,381 promotions awarded in the NCR:
 - Women—61.8 per cent;
 - Aboriginal peoples—3.8 per cent;
 - Persons with disabilities—5.0 per cent; and
 - Members of a visible minority group—13.1 per cent.
- ▶ As women constituted the majority of employees in the Administrative and Foreign Service category, the majority of promotions they received in 2009–10 were in this occupational category. They received 67.3 per cent of promotions, a decrease of 2.4 percentage points from the previous year.
- ▶ Across the entire core public administration, indeterminate employees received 95.2 per cent of all promotions. Indeterminate employees who were members of designated groups received similar rates of promotion: women at 96.2 per cent, Aboriginal peoples at 94.6 per cent, persons with disabilities at 96.8 per cent and members of a visible minority group at 96.3 per cent. These are consistent with last year.

Separations

- ▶ Members of a visible minority group accounted for 6.4 per cent of separations of all employees in the core public administration, down from 6.6 per cent in 2008–09.
- ▶ Women accounted for 53.4 per cent of separations of all employees in the core public administration, up from 52.4 per cent in 2008–09.

Conclusion

In fiscal year 2009–10, three of the four EE designated groups continued to be well represented relative to their respective WFA: women, Aboriginal peoples, and persons with disabilities. The overall representation rate for members of a visible minority group remained below their WFA. However, the core public administration did achieve considerable progress for this designated group in 2009–10; the overall representation of employees in a visible minority group increased by a percentage point of 0.9 over last year. Departmental plans and strategies have recognized the need to increase representation for this group, but in order to close this gap, more effort will be needed in the next few years to recruit over the WFA.

Three of the four designated groups remained below their respective WFA for the Executive category: women, Aboriginal peoples, and members of a visible minority group. High participation in leadership development programs among women and members of a visible minority group is a positive sign that departments recognize this gap and are making efforts to address the under-representation of these groups in this category.

In the 2010–11 Public Service Renewal Action Plan, the Clerk of the Privy Council continues to hold executives and managers responsible for creating an inclusive and welcoming workplace, and highlights the need to consider the diversity of Canada's population when managing departmental human resources. Deputy heads are directed to draw on and implement practices from the Workplace and Workforce Task Force led by Monique Collette through recruitment initiatives that are aligned to business needs in order to develop a diverse and representative public service workforce.

The *Public Service Modernization Act* and the recent shift toward more streamlined central agency roles have transferred more responsibility and flexibility to deputy heads in managing their organizations and tailoring them to their business needs and environment. There is an opportunity today to work differently and more collaboratively on EE issues. The new Interdepartmental Network on Employment Equity is a great example of organizations using collective knowledge and resources to work differently and share the responsibility of finding better solutions for common issues. The Working Group on Self-Identification is another example of successful collaboration driven by an engaged community of practitioners. Departments and agencies are encouraged to continually look for better ways to work together and create a representative and inclusive workplace.

Appendix 1

Technical notes

The tables in this report provide statistics and summary data on EE designated groups—women, Aboriginal peoples, persons with disabilities, and members of a visible minority group—in the core public administration as of March 31, 2010. There are also tables on hiring, promotions, and separations of persons in these groups.

Public service

Treasury Board is the employer of the core public administration, as set out in schedules I and IV of the *Financial Administration Act* (FAA). Appointments are made according to merit as defined in the *Public Service Employment Act*, which is administered by the Public Service Commission of Canada. The total number of employees in the core public administration as of March 31, 2010, was 202,386.

Report coverage

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

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

Federal departments and agencies

The *Employment Equity Act* prescribes that this report cover the portions of the public service of Canada set out in schedules I and IV of the FAA. Some 77 departments, agencies, and commissions comprise the core public administration, for which Treasury Board is the employer (see Table 5). The statistics in this report include only employees working for these organizations.

Organizations in the core public administration vary in size, ranging from large departments with more than 1,000 employees to small institutions with fewer than 100 employees. They also vary geographically with some organizations present in all provinces and territories and others located only in the NCR. Information for some of the smaller organizations is included with the larger institution that has responsibility for their corporate and administrative matters. For example, the data for Fisheries and Oceans Canada include data for the Canadian Coast Guard.

The statistics of separate employers covered under schedule V of the FAA are not included in this report. Under the *Employment Equity Act*, separate employers that have more than 100 employees (such as the Canada Revenue Agency and the Canadian Food Inspection Agency) are required to provide their reports to OCHRO only for the purposes of tabling in Parliament at the same time as this report. To view their EE reports, readers should visit individual departmental websites or contact these organizations directly.

Reports on EE in the Canadian Forces and for the Royal Canadian Mounted Police are prepared by these organizations and are tabled in Parliament at the same time as the separate employers' reports.

Data on persons in the designated groups

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

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

The completeness and accuracy of EE data for the core public administration depends on the willingness of employees to self-identify and on the opportunities departments provide for them to do so. Employees, including those engaged as students or casual workers, are given an opportunity to provide this information when they are hired and during departmental self-identification surveys or other campaigns. Furthermore, they may complete a self-identification form at any time (available from their departmental EE coordinator).

Terminology

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

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

“Indeterminate employees” refers to people appointed to the public service for an unspecified duration.

“Large department” refers to a department in which there are 1,000 employees or more.

“Medium department” refers to a department in which there are 100 to 999 employees.

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

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

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

“Small department” refers to a department in which there are fewer than 100 employees.

“Workforce Availability” (WFA) refers to the distribution of people in the designated groups as a percentage of the total Canadian workforce. For federal public service purposes, WFA is based on Canadian citizens in those occupations in the Canadian workforce corresponding to the occupations in the public service and is derived from Census statistics. Estimates for persons with disabilities are derived from data, also collected by Statistics Canada, in the 2006 Participation and Activity Limitation Survey (PALS).

Appendix 2: Statistical Tables 2009–10

TABLE 1

Representation of Designated Groups in the Public Service of Canada

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees

	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Public Service Representation										
As at March 31, 2010	202,386	54.8	110,867	54.8	9,307	4.6	11,620	5.7	21,567	10.7
As at March 31, 2009	195,667	54.7	107,089	54.7	8,892	4.5	11,468	5.9	19,264	9.8
As at March 31, 2008	186,754	54.4	101,589	54.4	8,190	4.4	11,001	5.9	17,207	9.2
As at March 31, 2007	179,540	53.9	96,816	53.9	7,610	4.2	10,192	5.7	15,787	8.8
As at March 31, 2006	176,630	53.8	95,013	53.8	7,381	4.2	10,169	5.8	15,112	8.6
As at March 31, 2005	165,856	53.5	88,702	53.5	6,886	4.2	9,626	5.8	13,498	8.1
As at March 31, 2004	165,976	53.1	88,175	53.1	6,723	4.1	9,452	5.7	13,001	7.8
As at March 31, 2003	163,314	52.8	86,162	52.8	6,426	3.9	9,155	5.6	12,058	7.4
As at March 31, 2002	157,510	52.5	82,663	52.5	5,980	3.8	8,331	5.3	10,772	6.8
As at March 31, 2001	149,339	52.1	77,785	52.1	5,316	3.6	7,621	5.1	9,143	6.1
As at March 31, 2000* (Revenue Canada excluded)	141,253	51.4	72,549	51.4	4,639	3.3	6,687	4.7	7,764	5.5
As at March 31, 1999 (Revenue Canada Included)	178,340	51.5	91,856	51.5	5,124	2.9	8,137	4.6	10,557	5.9
As at March 31, 1998	179,831	50.5	90,801	50.5	4,770	2.7	6,943	3.9	9,260	5.1
Workforce Availability										
2006 Census and PALS		52.3		3.0				4.0		12.4
2001 Census and PALS		52.2		2.5				3.6		10.4
1996 Census and PALS		48.7		1.7				4.8		8.7
1991 Census and PALS		47.3		2.6				4.8		9.0

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

Notes

The data in this and other tables in this report cover employees identified for the purpose of employment equity in the Regulations to the *Employment Equity Act*. The estimates of workforce availability (WFA) are based on information from the 2006 Census of Canada and the 2006 post-Census Participation and Activity Limitation Survey (PALS). They include only Canadian citizens in those occupations in the Canadian workforce that correspond to occupations in the federal public service.

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

TABLE 2

Distribution of Designated Groups in the Public Service of Canada by Type of Employment and Gender
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (as at March 31, 2010)

	All Employees						Type of Employment					
	#	%	Gender	Indeterminate	Gender	%	Term >= 3 Months	Gender	%	Seasonal	Gender	%
Public Service of Canada												
Total	202,386	100.0	100.0	188,486	100.0	100.0	13,056	100.0	100.0	844	100.0	100.0
Women	110,867	54.8	54.8	102,925	54.6	54.6	7,661	58.7	58.7	281	33.3	33.3
Men	91,519	45.2	45.2	85,566	45.4	45.4	5,395	41.3	41.3	563	66.7	66.7
Aboriginal Peoples												
Total	9,307	4.6	100.0	8,813	4.7	100.0	426	3.3	100.0	68	8.1	100.0
Women	5,722	5.2	61.5	5,398	5.2	61.3	294	3.8	69.0	30	10.7	44.1
Men	3,585	3.9	38.5	3,415	4.0	38.7	132	2.4	31.0	38	6.7	55.9
Persons with Disabilities												
Total	11,620	5.7	100.0	11,181	5.9	100.0	400	3.1	100.0	39	4.6	100.0
Women	5,999	5.4	51.6	5,779	5.6	51.7	208	2.7	52.0	12	4.3	30.8
Men	5,621	6.1	48.4	5,402	6.3	48.3	192	3.6	48.0	27	4.8	69.2
Persons in a Visible Minority Group												
Total	21,567	10.7	100.0	20,025	10.6	100.0	1,508	11.6	100.0	34	4.0	100.0
Women	11,934	10.8	55.3	11,055	10.7	55.2	864	11.3	57.3	15	5.3	44.1
Men	9,633	10.5	44.7	8,970	10.5	44.8	644	11.9	42.7	19	3.4	55.9

Note

Shaded columns indicate the percentage representation by gender within each group of employees (e.g., 61.5 per cent of Aboriginal employees are women, i.e., $5,722 \div 9,307 \times 100$). Percentages in the unshaded columns in each case show the representation of all members of the designated groups within the public service and their representation by gender within the public service (e.g., 11.9 per cent of men who are term employees are members of a visible minority group, i.e., $644 \div 5,395 \times 100$).

TABLE 3
Distribution of Public Service of Canada Employees by Designated Group According to Occupational Category and Group
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category and Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Executive	5,384		2,375	44.1	201	3.7	308	5.7	393	7.3
Scientific and Professional										
AC Actuarial Science	4		1	25.0	0	0.0	0	0.0	1	25.0
AG Agriculture	7		3	42.9	0	0.0	0	0.0	1	14.3
AR Architecture and Town Planning	205		71	34.6	4	2.0	7	3.4	29	14.1
AU Auditing	191		71	37.2	2	1.0	6	3.1	37	19.4
BI Biological Sciences	2,277		1,150	50.5	41	1.8	73	3.2	358	15.7
CH Chemistry	567		269	47.4	2	0.4	6	1.1	164	28.9
DE Dentistry	14		3	21.4	0	0.0	0	0.0	1	7.1
DS Defence Scientific Service	667		133	19.9	2	0.3	19	2.8	97	14.5
EC Economics and Social Science Services	12,470		6,960	55.8	392	3.1	634	5.1	1,905	15.3
ED Education	790		519	65.7	85	10.8	35	4.4	62	7.8
EN Engineering and Land Survey	3,213		574	17.9	52	1.6	129	4.0	560	17.4
FO Forestry	73		13	17.8	2	2.7	5	6.8	2	2.7
HR Historical Research	124		63	50.8	4	3.2	6	4.8	3	2.4
LA Law	3,204		1,790	55.9	106	3.3	217	6.8	390	12.2
LS Library Science	379		289	76.3	8	2.1	14	3.7	30	7.9
MA Mathematics	320		131	40.9	0	0.0	15	4.7	69	21.6
MD Medicine	297		132	44.4	6	2.0	15	5.1	42	14.1

TABLE 3 (cont'd)

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

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category and Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
MT Meteorology	557	25.3	141	25.3	4	0.7	20	3.6	63	11.3
ND Nutrition and Dietetics	59	96.6	57	96.6	4	6.8	1	1.7	3	5.1
NU Nursing	1,949	83.8	1,633	83.8	179	9.2	56	2.9	173	8.9
OP Occupational and Physical Therapy	83	68.7	57	68.7	2	2.4	0	0.0	4	4.8
PC Physical Sciences	2,650	46.2	1,224	46.2	73	2.8	101	3.8	346	13.1
PH Pharmacy	65	64.6	42	64.6	1	1.5	1	1.5	7	10.8
PS Psychology	419	59.2	248	59.2	8	1.9	27	6.4	32	7.6
SE Scientific Research	1,819	21.8	397	21.8	10	0.5	54	3.0	367	20.2
SG Scientific Regulation	1,102	51.6	569	51.6	8	0.7	27	2.5	284	25.8
SW Social Work	162	67.9	110	67.9	6	3.7	5	3.1	10	6.2
UT University Teaching	289	20.1	58	20.1	1	0.3	13	4.5	45	15.6
VM Veterinary Medicine	45	68.9	31	68.9	0	0.0	2	4.4	5	11.1
Total	34,001	49.2	16,739	49.2	1,002	2.9	1,488	4.4	5,090	15.0
Administrative and Foreign Service										
AS Administrative Services	28,891	76.0	21,963	76.0	1,504	5.2	1,857	6.4	2,380	8.2
CO Commerce	3,002	46.4	1,393	46.4	114	3.8	129	4.3	320	10.7
CS Computer Systems	13,648	27.4	3,733	27.4	356	2.6	771	5.6	2,051	15.0
FI Financial Administration	4,307	56.4	2,431	56.4	134	3.1	164	3.8	895	20.8
FS Foreign Service	1,393	46.2	643	46.2	17	1.2	36	2.6	185	13.3

TABLE 3 (cont'd)
Distribution of Public Service of Canada Employees by Designated Group According to Occupational Category and Group
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category and Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
IS Information Services	3,551		2,445	68.9	127	3.6	196	5.5	290	8.2
OM Organization and Methods	102		58	56.9	4	3.9	7	6.9	6	5.9
PE Personnel Administration	4,181		3,229	77.2	209	5.0	373	8.9	550	13.2
PG Purchasing and Supply	3,142		1,735	55.2	122	3.9	231	7.4	315	10.0
PL Leadership Development Programs	200		116	58.0	6	3.0	11	5.5	57	28.5
PM Program Administration	23,741		17,038	71.8	1,611	6.8	1,532	6.5	2,701	11.4
TR Translation	1,150		819	71.2	11	1.0	34	3.0	52	4.5
WP Welfare Program	3,305		2,164	65.5	326	9.9	231	7.0	254	7.7
Total	90,613		57,767	63.8	4,541	5.0	5,572	6.1	10,056	11.1
Technical										
AI Air Traffic Control	8		1	12.5	0	0.0	0	0.0	0	0.0
AO Aircraft Operations	460		43	9.3	8	1.7	6	1.3	10	2.2
DD Drafting and Illustration	150		64	42.7	6	4.0	8	5.3	13	8.7
EG Engineering and Scientific Support	6,603		2,114	32.0	207	3.1	324	4.9	507	7.7
EL Electronics	1,141		68	6.0	28	2.5	54	4.7	73	6.4
EU Educational Support	31		28	90.3	17	54.8	0	0.0	0	0.0
GT General Technical	2,604		699	26.8	147	5.6	132	5.1	79	3.0
PI Primary Products Inspection	315		86	27.3	21	6.7	28	8.9	39	12.4

TABLE 3 (cont'd)

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

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category and Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
PY Photography	10		2	20.0	0	0.0	1	10.0	0	0.0
RO Radio Operations	366		97	26.5	19	5.2	17	4.6	6	1.6
SO Ships' Officers	1,128		88	7.8	25	2.2	37	3.3	21	1.9
TI Technical Inspection	1,649		283	17.2	54	3.3	97	5.9	183	11.1
Total	14,465		3,573	24.7	532	3.7	704	4.9	931	6.4
Administrative Support										
CM Communications	38		8	21.1	0	0.0	7	18.4	3	7.9
CR Clerical and Regulatory	26,218		20,990	80.1	1,408	5.4	1,988	7.6	3,067	11.7
DA Data Processing	105		50	47.6	1	1.0	8	7.6	9	8.6
OE Office Equipment Operation	9		7	77.8	0	0.0	2	22.2	0	0.0
ST Secretarial, Stenographic, Typing	369		362	98.1	13	3.5	20	5.4	27	7.3
Total	26,739		21,417	80.1	1,422	5.3	2,025	7.6	3,106	11.6
Operational										
CX Correctional Services	7,144		1,966	27.5	705	9.9	213	3.0	417	5.8
FB Border Services	9,804		4,504	45.9	300	3.1	457	4.7	1,058	10.8
FR Firefighters	503		20	4.0	18	3.6	15	3.0	12	2.4

TABLE 3 (cont'd)
Distribution of Public Service of Canada Employees by Designated Group According to Occupational Category and Group
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category and Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
GL General Labour and Trades	5,476		289	5.3	231	4.2	355	6.5	133	2.4
GS General Services	3,665		1,484	40.5	172	4.7	255	7.0	183	5.0
HP Heat, Power and Stationary Plant Operation	459		8	1.7	11	2.4	38	8.3	21	4.6
HS Hospital Services	725		499	68.8	60	8.3	36	5.0	97	13.4
LI Lightkeepers	104		18	17.3	3	2.9	1	1.0	0	0.0
PR Printing Operations	30		9	30.0	3	10.0	2	6.7	2	6.7
SC Ships' Crews	1,367		133	9.7	41	3.0	59	4.3	30	2.2
SR Ship Repair	1,907		66	3.5	65	3.4	92	4.8	38	2.0
Total	31,184	28.8	8,996	28.8	1,609	5.2	1,523	4.9	1,991	6.4
Total Public Service of Canada	202,386	54.8	110,867	54.8	9,307	4.6	11,620	5.7	21,567	10.7

TABLE 4

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

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category	Age Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
		#	%	#	%	#	%	#	%	#	%
Executive	30–34	76		31	40.8	4	5.3	1	1.3	5	6.6
	35–39	425		175	41.2	17	4.0	14	3.3	51	12.0
	40–44	879		418	47.6	43	4.9	25	2.8	88	10.0
	45–49	1,196		588	49.2	48	4.0	65	5.4	81	6.8
	50–54	1,495		684	45.8	50	3.3	103	6.9	80	5.4
	55–59	968		387	40.0	31	3.2	69	7.1	46	4.7
	60–64	300		83	27.7	7	2.3	25	8.3	34	11.3
	65–69	42		9	21.4	1	2.4	6	14.3	7	16.7
Total		5,384	44.1	2,375	44.1	201	3.7	308	5.7	393	7.3
Scientific and Professional	20–24	456		278	61.0	6	1.3	2	0.4	98	21.5
	25–29	3,115		1,852	59.5	78	2.5	64	2.1	522	16.8
	30–34	4,862		2,700	55.5	131	2.7	146	3.0	798	16.4
	35–39	5,195		2,843	54.7	185	3.6	139	2.7	798	15.4
	40–44	4,806		2,477	51.5	152	3.2	184	3.8	775	16.1

TABLE 4 (cont'd)
Distribution of Public Service of Canada Employees by Designated Group According to Occupational Category and Age Group
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category	Age Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
		#	%	#	%	#	%	#	%	#	%
	45-49	5,105	47.7	2,433	47.7	166	3.3	238	4.7	755	14.8
	50-54	4,717	44.3	2,090	44.3	126	2.7	286	6.1	570	12.1
	55-59	3,504	40.3	1,411	40.3	104	3.0	278	7.9	349	10.0
	60-64	1,680	32.3	543	32.3	40	2.4	111	6.6	285	17.0
	65-69	436	22.0	96	22.0	12	2.8	28	6.4	105	24.1
	70+	125	12.8	16	12.8	2	1.6	12	9.6	35	28.0
Total		34,001	49.2	16,739	49.2	1,002	2.9	1,488	4.4	5,090	15.0
Administrative and Foreign Service											
	16-19	6	66.7	4	66.7	2	33.3	0	0.0	0	0.0
	20-24	1,996	66.9	1,336	66.9	56	2.8	23	1.2	283	14.2
	25-29	8,152	63.1	5,141	63.1	316	3.9	172	2.1	1,192	14.6
	30-34	11,510	60.5	6,961	60.5	541	4.7	342	3.0	1,778	15.4
	35-39	12,047	61.5	7,406	61.5	698	5.8	512	4.3	1,710	14.2
	40-44	12,865	63.8	8,206	63.8	788	6.1	728	5.7	1,634	12.7
	45-49	15,223	66.2	10,079	66.2	813	5.3	1,064	7.0	1,391	9.1
	50-54	15,717	67.5	10,606	67.5	743	4.7	1,352	8.6	1,004	6.4
	55-59	9,332	63.3	5,909	63.3	455	4.9	989	10.6	626	6.7
	60-64	3,139	57.7	1,810	57.7	111	3.5	326	10.4	333	10.6

TABLE 4 (cont'd)

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

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category	Age Group		All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
			#	%	#	%	#	%	#	%	#	%
Total	65–69		546		276	50.5	17	3.1	53	9.7	91	16.7
	70+		80		33	41.3	1	1.3	11	13.8	14	17.5
			90,613		57,767	63.8	4,541	5.0	5,572	6.1	10,056	11.1
Technical	16–19		15		3	20.0	1	6.7	0	0.0	0	0.0
	20–24		248		92	37.1	13	5.2	0	0.0	23	9.3
	25–29		918		355	38.7	33	3.6	16	1.7	69	7.5
	30–34		1,311		545	41.6	41	3.1	31	2.4	115	8.8
	35–39		1,405		485	34.5	73	5.2	44	3.1	101	7.2
	40–44		1,724		487	28.2	80	4.6	62	3.6	133	7.7
	45–49		2,837		639	22.5	97	3.4	144	5.1	137	4.8
	50–54		3,128		599	19.1	101	3.2	184	5.9	166	5.3
	55–59		1,897		264	13.9	58	3.1	156	8.2	100	5.3
	60–64		761		80	10.5	32	4.2	55	7.2	56	7.4
	65–69		186		20	10.8	3	1.6	9	4.8	24	12.9
	70+		35		4	11.4	0	0.0	3	8.6	7	20.0
			14,465		3,573	24.7	532	3.7	704	4.9	931	6.4

TABLE 4 (cont'd)
Distribution of Public Service of Canada Employees by Designated Group According to Occupational Category and Age Group
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category	Age Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
		#	%	#	%	#	%	#	%	#	%
Administrative Support	16-19	22		17	77.3	1	4.5	0	0.0	2	9.1
	20-24	1,095		847	77.4	46	4.2	9	0.8	133	12.1
	25-29	2,722		2,036	74.8	105	3.9	76	2.8	427	15.7
	30-34	2,872		2,147	74.8	137	4.8	103	3.6	481	16.7
	35-39	2,772		2,209	79.7	198	7.1	149	5.4	375	13.5
	40-44	3,283		2,685	81.8	230	7.0	220	6.7	397	12.1
	45-49	4,377		3,582	81.8	254	5.8	402	9.2	400	9.1
	50-54	4,627		3,868	83.6	206	4.5	447	9.7	328	7.1
	55-59	3,254		2,641	81.2	166	5.1	393	12.1	301	9.3
	60-64	1,352		1,092	80.8	68	5.0	178	13.2	177	13.1
	65-69	282		229	81.2	11	3.9	36	12.8	67	23.8
	70+	81		64	79.0	0	0.0	12	14.8	18	22.2
Total		26,739		21,417	80.1	1,422	5.3	2,025	7.6	3,106	11.6
Operational	16-19	19		2	10.5	0	0.0	0	0.0	0	0.0
	20-24	888		318	35.8	20	2.3	4	0.5	38	4.3
	25-29	3,060		1,139	37.2	117	3.8	37	1.2	222	7.3

TABLE 4 (cont'd)

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

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category	Age Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
		#	%	#	%	#	%	#	%	#	%
	30-34	3,836	35.9	1,378	35.9	209	5.4	60	1.6	385	10.0
	35-39	3,906	32.9	1,284	32.9	268	6.9	114	2.9	310	7.9
	40-44	4,158	30.0	1,249	30.0	303	7.3	154	3.7	287	6.9
	45-49	5,156	28.2	1,456	28.2	246	4.8	300	5.8	274	5.3
	50-54	5,236	23.5	1,230	23.5	226	4.3	421	8.0	204	3.9
	55-59	3,346	19.0	636	19.0	152	4.5	286	8.5	143	4.3
	60-64	1,256	19.3	242	19.3	56	4.5	119	9.5	99	7.9
	65-69	266	18.0	48	18.0	9	3.4	23	8.6	24	9.0
	70+	57	24.6	14	24.6	3	5.3	5	8.8	5	8.8
Total		31,184	28.8	8,996	28.8	1,609	5.2	1,523	4.9	1,991	6.4
Public Service of Canada											
	16-19	62	41.9	26	41.9	4	6.5	0	0.0	2	3.2
	20-24	4,683	61.3	2,871	61.3	141	3.0	38	0.8	575	12.3
	25-29	17,967	58.6	10,523	58.6	649	3.6	365	2.0	2,432	13.5
	30-34	24,467	56.2	13,762	56.2	1,063	4.3	683	2.8	3,562	14.6
	35-39	25,750	55.9	14,402	55.9	1,439	5.6	972	3.8	3,345	13.0
	40-44	27,716	56.0	15,522	56.0	1,596	5.8	1,373	5.0	3,314	12.0
	45-49	33,894	55.4	18,777	55.4	1,624	4.8	2,213	6.5	3,038	9.0

TABLE 4 (cont'd)
Distribution of Public Service of Canada Employees by Designated Group According to Occupational Category and Age Group
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Occupational Category	Age Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
		#	%	#	%	#	%	#	%	#	%
	50-54	34,920	19,077	54.6	1,452	4.2	2,793	8.0	2,352	6.7	
	55-59	22,301	11,248	50.4	966	4.3	2,171	9.7	1,565	7.0	
	60-64	8,488	3,850	45.4	314	3.7	814	9.6	984	11.6	
	65-69	1,758	678	38.6	53	3.0	155	8.8	318	18.1	
	70+	381	131	34.4	6	1.6	43	11.3	80	21.0	
Total		202,386	110,867	54.8	9,307	4.6	11,620	5.7	21,567	10.7	

TABLE 5

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
National Defence*	26,300	10,371	39.4	796	3.0	1,783	6.8	1,669	6.3	
Human Resources and Skills Development Canada	24,425	17,077	69.9	1,072	4.4	1,696	6.9	2,801	11.5	
Correctional Service Canada	17,240	8,067	46.8	1,376	8.0	803	4.7	1,004	5.8	
Canada Border Services Agency	13,850	7,143	51.6	394	2.8	711	5.1	1,647	11.9	
Public Works and Government Services Canada	12,854	7,111	55.3	373	2.9	830	6.5	1,370	10.7	
Fisheries and Oceans Canada†	10,346	3,609	34.9	408	3.9	542	5.2	497	4.8	
Health Canada	9,919	6,543	66.0	735	7.4	477	4.8	1,713	17.3	
Environment Canada	6,748	3,128	46.4	233	3.5	358	5.3	917	13.6	
Agriculture and Agri-Food Canada†	6,095	2,916	47.8	204	3.3	293	4.8	619	10.2	
Royal Canadian Mounted Police (civilian staff)	6,063	4,816	79.4	331	5.5	328	5.4	637	10.5	
Industry Canada	5,489	2,729	49.7	149	2.7	280	5.1	754	13.7	
Statistics Canada	5,383	2,728	50.7	124	2.3	344	6.4	904	16.8	
Transport Canada	5,192	2,338	45.0	169	3.3	215	4.1	600	11.6	
Indian and Northern Affairs Canada	4,992	3,170	63.5	1,452	29.1	278	5.6	409	8.2	
Department of Justice Canada	4,780	3,181	66.5	194	4.1	352	7.4	723	15.1	
Foreign Affairs and International Trade Canada	4,685	2,426	51.8	104	2.2	169	3.6	561	12.0	
Natural Resources Canada	4,466	1,925	43.1	125	2.8	257	5.8	531	11.9	

TABLE 5 (cont'd)
Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Citizenship and Immigration Canada	4,330	69.2	2,996	69.2	94	2.2	224	5.2	761	17.6
Veterans Affairs Canada	3,860	72.6	2,801	72.6	120	3.1	342	8.9	375	9.7
Passport Canada	2,538	67.3	1,707	67.3	45	1.8	85	3.3	408	16.1
Public Health Agency of Canada	2,510	69.6	1,748	69.6	80	3.2	110	4.4	322	12.8
Canadian Heritage	2,129	68.1	1,450	68.1	110	5.2	101	4.7	219	10.3
Treasury Board of Canada Secretariat	1,961	60.5	1,187	60.5	59	3.0	155	7.9	268	13.7
Canadian International Development Agency	1,866	62.6	1,168	62.6	51	2.7	73	3.9	214	11.5
Library and Archives Canada	1,087	61.0	663	61.0	39	3.6	56	5.2	62	5.7
Public Safety Canada	1,032	60.4	623	60.4	47	4.6	52	5.0	92	8.9
Public Service Commission of Canada	966	65.7	635	65.7	29	3.0	88	9.1	121	12.5
Canada School of Public Service	880	69.4	611	69.4	35	4.0	51	5.8	102	11.6
Public Prosecution Service of Canada	836	67.1	561	67.1	34	4.1	38	4.5	89	10.6
Privy Council Office	798	55.5	443	55.5	38	4.8	46	5.8	81	10.2
Immigration and Refugee Board of Canada	783	63.5	497	63.5	14	1.8	60	7.7	205	26.2
Department of Finance Canada	770	47.5	366	47.5	11	1.4	22	2.9	109	14.2
Atlantic Canada Opportunities Agency	704	59.7	420	59.7	17	2.4	29	4.1	25	3.6
Canadian Grain Commission	680	38.1	259	38.1	50	7.4	52	7.6	90	13.2
Canadian Space Agency	646	42.1	272	42.1	8	1.2	23	3.6	89	13.8
Courts Administration Services	578	65.6	379	65.6	20	3.5	42	7.3	89	15.4

TABLE 5 (cont'd)

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Office of the Chief Electoral Officer	457		215	47.0	18	3.9	26	5.7	59	12.9
Western Economic Diversification Canada	443		264	59.6	30	6.8	23	5.2	83	18.7
Canadian Radio-television and Telecommunications Commission	408		236	57.8	12	2.9	27	6.6	31	7.6
Economic Development Agency of Canada for the Regions of Quebec	393		222	56.5	6	1.5	13	3.3	34	8.7
Parole Board of Canada	354		286	80.8	22	6.2	17	4.8	23	6.5
Infrastructure Canada	298		180	60.4	5	1.7	10	3.4	43	14.4
Canadian Transportation Agency	230		139	60.4	8	3.5	15	6.5	30	13.0
Offices of the Information and Privacy Commissioners of Canada	229		157	68.6	10	4.4	17	7.4	19	8.3
Transportation Safety Board of Canada	199		59	29.6	3	1.5	8	4.0	15	7.5
Office of the Registrar of the Supreme Court of Canada	195		127	65.1	10	5.1	11	5.6	14	7.2
Canadian Human Rights Commission	179		117	65.4	7	3.9	21	11.7	29	16.2
Office of the Commissioner of Official Languages	159		109	68.6	8	5.0	8	5.0	14	8.8
Office of the Governor General's Secretary	153		93	60.8	2	1.3	11	7.2	17	11.1
Canadian Environmental Assessment Agency	132		82	62.1	5	3.8	4	3.0	11	8.3
Canada Industrial Relations Board	93		62	66.7	0	0.0	9	9.7	8	8.6
Canadian International Trade Tribunal	73		45	61.6	1	1.4	2	2.7	4	5.5

TABLE 5 (cont'd)

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Status of Women Canada	73	90.4	66	90.4	3	4.1	9	12.3	10	13.7
Office of the Commissioner for Federal Judicial Affairs Canada	65	69.2	45	69.2	2	3.1	3	4.6	2	3.1
Canadian Dairy Commission	60	61.7	37	61.7	2	3.3	0	0.0	9	15.0
Patented Medicine Prices Review Board Canada	56	62.5	35	62.5	2	3.6	1	1.8	9	16.1
Commission for Public Complaints Against the Royal Canadian Mounted Police	44	72.7	32	72.7	2	4.5	3	6.8	7	15.9
Hazardous Materials Information Review Commission Canada	35	57.1	20	57.1	0	0.0	1	2.9	4	11.4
Canadian Forces Grievance Board	33	66.7	22	66.7	1	3.0	4	12.1	3	9.1
Public Service Staffing Tribunal	30	70.0	21	70.0	0	0.0	0	0.0	1	3.3
Office of the Commissioner of Lobbying of Canada	25	56.0	14	56.0	2	8.0	1	4.0	4	16.0
International Joint Commission	24	37.5	9	37.5	0	0.0	5	20.8	0	0.0
Canadian Intergovernmental Conference Secretariat	23	56.5	13	56.5	1	4.3	0	0.0	0	0.0
Human Rights Tribunal of Canada	18	72.2	13	72.2	0	0.0	0	0.0	1	5.6
Office of the Public Sector Integrity Commissioner of Canada	18	83.3	15	83.3	1	5.6	2	11.1	0	0.0
Farm Products Council of Canada	15	66.7	10	66.7	1	6.7	0	0.0	1	6.7
Copyright Board Canada	13	61.5	8	61.5	0	0.0	0	0.0	1	7.7

TABLE 5 (cont'd)

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Military Police Complaints Commission of Canada	13	69.2	9	0.0	0	0.0	1	7.7	0	0.0
Registry of the Competition Tribunal	11	45.5	5	0.0	0	0.0	0	0.0	1	9.1
Assisted Human Reproduction Canada	10	80.0	8	0.0	0	0.0	2	20.0	1	10.0
Indian Residential Schools Truth and Reconciliation Commission	9	44.4	4	11.1	1	0.0	0	0.0	0	0.0
Canadian Artists and Producers Professional Relations Tribunal	7	71.4	5	0.0	0	0.0	0	0.0	0	0.0
NAFTA Secretariat, Canadian Section	7	71.4	5	14.3	1	0.0	0	0.0	2	28.6
Transportation Appeal Tribunal of Canada	7	85.7	6	0.0	0	0.0	0	0.0	0	0.0
Public Servants Disclosure Protection Tribunal of Canada	5	80.0	4	0.0	0	0.0	1	20.0	0	0.0
RCMP External Review Committee	5	40.0	2	0.0	0	0.0	0	0.0	0	0.0
Registry of the Specific Claims Tribunal of Canada	4	50.0	2	25.0	1	0.0	0	0.0	0	0.0
Total	202,386	110,867	54.8	9,307	4.6	11,620	5.7	21,567	10.7	

* Civilian staff only (data for members of the Canadian Forces are not included because Treasury Board is not the employer).

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

‡ Agriculture and Agri-Food Canada data include data for the Prairie Farm Rehabilitation Administration.

TABLE 6

Distribution of Public Service of Canada Employees by Designated Group and Region of Work
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Region of Work	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	3,334	43.9	1,465	5.3	176	181	5.4	47	1.4	
Prince Edward Island	1,882	63.4	1,194	2.5	47	161	8.6	43	2.3	
Nova Scotia	9,759	42.6	4,162	4.0	386	672	6.9	544	5.6	
New Brunswick	6,780	56.0	3,797	3.3	224	367	5.4	111	1.6	
Quebec (without the NCR*)	22,917	53.0	12,151	1.7	390	781	3.4	1,692	7.4	
NCR* (Quebec)	24,450	58.3	14,253	5.0	1,220	1,317	5.4	2,541	10.4	
NCR**	86,961	57.0	49,598	3.6	3,143	5,056	5.8	10,344	11.9	
Ontario (without the NCR*)	26,314	55.9	14,721	4.3	1,120	1,799	6.8	3,666	13.9	
NCR* (Ontario)	62,511	56.5	35,345	3.1	1,923	3,739	6.0	7,803	12.5	
Manitoba	7,533	57.0	4,295	13.0	976	491	6.5	563	7.5	
Saskatchewan	4,979	56.8	2,826	15.2	755	298	6.0	210	4.2	
Alberta	10,796	56.9	6,141	7.5	814	678	6.3	1,006	9.3	
British Columbia	18,430	49.8	9,170	5.4	1,000	1,042	5.7	3,098	16.8	
Yukon	315	63.2	199	17.1	54	23	7.3	10	3.2	
Northwest Territories	654	58.9	385	21.6	141	33	5.0	28	4.3	
Nunavut	203	58.6	119	29.6	60	6	3.0	9	4.4	
Outside Canada	1,529	42.1	644	1.4	21	32	2.1	196	12.8	
Total	202,386	54.8	110,867	4.6	9,307	11,620	5.7	21,567	10.7	

* NCR stands for National Capital Region.

**NCR includes NCR Quebec and NCR Ontario.

TABLE 7

Distribution of Public Service of Canada Employees by Designated Group and Salary Band
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees (as at March 31, 2010)

Salary Band	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	CUM %	#	%	#	%	#	%	#	%
<= 19,999	122	0.1	21	17.2	2	1.6	1	0.8	4	3.3
20,000–24,999	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
25,000–29,999	10	0.1	6	60.0	0	0.0	3	30.0	0	0.0
30,000–34,999	820	0.5	556	67.8	30	3.7	55	6.7	22	2.7
35,000–39,999	2,269	1.6	1,384	61.0	127	5.6	136	6.0	215	9.5
40,000–44,999	13,306	8.2	8,686	65.3	655	4.9	885	6.7	1,364	10.3
45,000–49,999	22,148	19.1	15,262	68.9	1,145	5.2	1,394	6.3	2,602	11.7
50,000–54,999	33,770	35.8	23,415	69.3	1,738	5.1	2,171	6.4	3,537	10.5
55,000–59,999	18,225	44.8	10,550	57.9	884	4.9	1,020	5.6	1,803	9.9
60,000–64,999	18,736	54.1	9,234	49.3	882	4.7	947	5.1	1,819	9.7
65,000–69,999	15,377	61.7	6,593	42.9	733	4.8	746	4.9	1,814	11.8
70,000–74,999	14,671	68.9	7,210	49.1	864	5.9	693	4.7	1,580	10.8
75,000–79,999	16,555	77.1	7,714	46.6	725	4.4	932	5.6	1,872	11.3
80,000–84,999	8,365	81.2	4,128	49.3	331	4.0	438	5.2	1,076	12.9
85,000–89,999	8,736	85.5	3,979	45.5	287	3.3	484	5.5	942	10.8
90,000–94,999	8,526	89.7	3,646	42.8	245	2.9	470	5.5	1,056	12.4
95,000–99,999	4,428	91.9	2,030	45.8	203	4.6	280	6.3	340	7.7
>= 100,000	16,322	100.0	6,453	39.5	456	2.8	965	5.9	1,521	9.3
Total	202,386	100.0	110,867	54.8	9,307	4.6	11,620	5.7	21,567	10.7
									100.0	100.0

Notes

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

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

For example, in the "CUM %" column one finds that 23.4 per cent of all women (or 25,915) earned less than \$50,000 in fiscal year 2009–10. The figure in the column to the left (68.9 per cent) represents the percentage of women in this salary band, i.e., the \$45,000–\$49,999 range.

TABLE 8

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

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Region of Work	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	188	55.9	105	2.7	5	1.6	3	1.6	1	0.5
Prince Edward Island	75	58.7	44	1.3	1	4.0	3	4.0	2	2.7
Nova Scotia	804	43.2	347	2.6	21	2.7	22	2.7	36	4.5
New Brunswick	668	50.6	338	1.8	12	3.0	20	3.0	8	1.2
Quebec (without the NCR*)	2,364	52.9	1,250	1.0	24	1.3	30	1.3	233	9.9
NCR* (Quebec)	2,269	56.5	1,282	1.9	42	2.6	60	2.6	283	12.5
NCR**	8,575	57.3	4,913	2.1	178	2.9	247	2.9	1,125	13.1
Ontario (without the NCR*)	2,689	54.7	1,472	1.6	42	2.8	74	2.8	343	12.8
NCR* (Ontario)	6,306	57.6	3,631	2.2	136	3.0	187	3.0	842	13.4
Manitoba	760	58.8	447	9.7	74	2.0	15	2.0	64	8.4
Saskatchewan	492	55.7	274	9.1	45	2.2	11	2.2	23	4.7
Alberta	1,327	57.3	761	5.3	70	2.5	33	2.5	124	9.3
British Columbia	1,946	55.3	1,076	4.3	84	1.7	34	1.7	309	15.9
Yukon	40	75.0	30	7.5	3	7.5	3	7.5	2	5.0
Northwest Territories	97	52.6	51	8.2	8	3.1	3	3.1	2	2.1
Nunavut	41	63.4	26	14.6	6	2.4	1	2.4	0	0.0
Outside Canada	16	62.5	10	6.3	1	0.0	0	0.0	1	6.3
Total	20,082	11,144	55.5	2.9	499	2.5	2,273	11.3		

* NCR stands for National Capital Region.

** NCR includes NCR Quebec and NCR Ontario.

Notes

"Hirings" refers to employees who were added to the public service of Canada payroll between April 1, 2009, and March 31, 2010 (see the definition of "Hirings" under "Terminology" in Appendix 1).

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

TABLE 9

Hirings into the Public Service of Canada by Designated Group and Occupational Category

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Occupational Category	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Executive	103		35	34.0	3	2.9	4	3.9	10	9.7
Scientific and Professional	3,398		1,837	51.1	72	2.1	70	2.1	517	15.2
Administrative and Foreign Service	8,024		4,643	57.9	194	2.4	232	2.9	974	12.1
Technical	1,354		433	32.0	40	3.0	21	1.6	126	9.3
Administrative Support	4,609		3,498	75.9	167	3.6	131	2.8	546	11.8
Operational	2,594		698	26.9	98	3.8	41	1.6	100	3.9
Total	20,082		11,144	55.5	574	2.9	499	2.5	2,273	11.3

Notes

"Hirings" refers to employees who were added to the public service of Canada payroll between April 1, 2009, and March 31, 2010 (see the definition of "Hirings" under "Terminology" in Appendix 1).

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

TABLE 10

Hirings into the Public Service of Canada by Designated Group and Type of Employment
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Type of Employment	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Indeterminate	10,476	53.1	5,563	53.1	309	2.9	219	2.1	1,279	12.2
Term (three months or more)	9,484	58.4	5,535	58.4	258	2.7	278	2.9	986	10.4
Seasonal	122	37.7	46	37.7	7	5.7	2	1.6	8	6.6
Total	20,082	11,144	55.5	574	2.9	499	2.5	2,273	11.3	

Notes

"Hirings" refers to employees who were added to the public service of Canada payroll between April 1, 2009, and March 31, 2010 (see the definition of "Hirings" under "Terminology" in Appendix 1).

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

TABLE 11

Promotions Within the Public Service of Canada by Designated Group and Region of Work

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Region of Work	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	416	37.0	154	5.0	21	3.6	15	3.6	8	1.9
Prince Edward Island	231	68.4	158	1.3	3	10.8	25	10.8	9	3.9
Nova Scotia	1,013	39.0	395	5.1	52	6.5	66	6.5	47	4.6
New Brunswick	777	55.3	430	2.2	17	4.8	37	4.8	3	0.4
Quebec (without the NCR*)	1,984	57.7	1,145	1.5	29	2.6	52	2.6	171	8.6
NCR* (Quebec)	4,089	61.2	2,503	4.9	202	4.7	192	4.7	463	11.3
NCR**	14,381	61.8	8,893	3.8	540	5.0	723	5.0	1,889	13.1
Ontario (without the NCR*)	2,162	60.1	1,300	4.2	90	6.0	130	6.0	357	16.5
NCR* (Ontario)	10,292	62.1	6,390	3.3	338	5.2	531	5.2	1,426	13.9
Manitoba	625	62.6	391	14.4	90	7.4	46	7.4	56	9.0
Saskatchewan	469	65.9	309	18.6	87	6.0	28	6.0	29	6.2
Alberta	1,106	64.4	712	8.8	97	5.2	58	5.2	136	12.3
British Columbia	1,874	53.9	1,011	5.2	98	5.0	93	5.0	341	18.2
Yukon	41	70.7	29	24.4	10	2.4	1	2.4	1	2.4
Northwest Territories	79	69.6	55	21.5	17	5.1	4	5.1	3	3.8
Nunavut	26	65.4	17	23.1	6	0.0	0	0.0	1	3.8
Outside Canada	223	37.2	83	1.3	3	1.8	4	1.8	29	13.0
Total	25,407	59.4	15,082	4.6	1,160	5.0	1,282	5.0	3,080	12.1

* NCR stands for National Capital Region.

** NCR includes NCR Quebec and NCR Ontario.

Notes

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

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

TABLE 12

Promotions Within the Public Service of Canada by Designated Group and Occupational Category

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Occupational Category	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Executive	1,043	47.6	496	47.6	42	4.0	58	5.6	80	7.7
Scientific and Professional	4,483	52.3	2,346	52.3	111	2.5	155	3.5	735	16.4
Administrative and Foreign Service	14,851	67.3	9,996	67.3	742	5.0	817	5.5	1,883	12.7
Technical	1,382	25.3	349	25.3	60	4.3	65	4.7	75	5.4
Administrative Support	2,039	79.4	1,618	79.4	109	5.3	116	5.7	250	12.3
Operational	1,609	17.2	277	17.2	96	6.0	71	4.4	57	3.5
Total	25,407	15,082	59.4	59.4	1,160	4.6	1,282	5.0	3,080	12.1

Notes

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

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

TABLE 13**Promotions Within the Public Service of Canada by Designated Group and Type of Employment**

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Type of Employment	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Indeterminate	24,194	60.0	14,514	60.0	1,097	4.5	1,241	5.1	2,967	12.3
Term (three months or more)	1,153	48.2	556	48.2	58	5.0	40	3.5	112	9.7
Seasonal	60	20.0	12	20.0	5	8.3	1	1.7	1	1.7
Total	25,407	59.4	15,082	59.4	1,160	4.6	1,282	5.0	3,080	12.1

Notes

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

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

TABLE 14

Separations from the Public Service of Canada by Designated Group and Region of Work
FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Region of Work	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	321	55.5	178	5.0	16	6.9	22	6.9	1	0.3
Prince Edward Island	136	59.6	81	1.5	2	12.5	17	12.5	2	1.5
Nova Scotia	743	45.2	336	5.0	37	11.6	86	11.6	22	3.0
New Brunswick	554	46.8	259	2.0	11	6.5	36	6.5	8	1.4
Quebec (without the NCR*)	1,834	52.6	965	1.6	29	3.9	72	3.9	83	4.5
NCR* (Quebec)	1,379	57.7	796	4.3	59	10.9	151	10.9	89	6.5
NCR**	5,313	55.8	2,967	3.4	181	9.0	478	9.0	366	6.9
Ontario (without the NCR*)	1,786	50.6	903	3.5	62	9.7	174	9.7	171	9.6
NCR* (Ontario)	3,934	55.2	2,171	3.1	122	8.3	327	8.3	277	7.0
Manitoba	663	57.2	379	12.7	84	6.6	44	6.6	30	4.5
Saskatchewan	491	49.5	243	8.1	40	4.9	24	4.9	15	3.1
Alberta	853	59.0	503	7.2	61	7.0	60	7.0	67	7.9
British Columbia	1,205	51.0	615	5.4	65	8.2	99	8.2	130	10.8
Yukon	32	68.8	22	21.9	7	9.4	3	9.4	0	0.0
Northwest Territories	60	55.0	33	25.0	15	5.0	3	5.0	1	1.7
Nunavut	24	70.8	17	37.5	9	4.2	1	4.2	2	8.3
Outside Canada	74	28.4	21	1.4	1	0.0	0	0.0	5	6.8
Total	14,089	7,522	53.4	4.4	620	7.9	1,119	7.9	903	6.4

* NCR stands for National Capital Region.

** NCR includes NCR Quebec and NCR Ontario.

Note

"Separations" refers to employees who left the public service of Canada payroll between April 1, 2009, and March 31, 2010 (see the definition of "Separations" under "Terminology" in Appendix 1).

TABLE 15**Separations from the Public Service of Canada by Designated Group and Occupational Category**

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Occupational Category	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Executive	441	34.7	153	34.7	15	3.4	40	9.1	16	3.6
Scientific and Professional	2,064	47.6	982	47.6	76	3.7	118	5.7	183	8.9
Administrative and Foreign Service	5,804	62.2	3,608	62.2	250	4.3	529	9.1	376	6.5
Technical	1,042	24.9	259	24.9	29	2.8	53	5.1	44	4.2
Administrative Support	2,474	80.0	1,979	80.0	150	6.1	229	9.3	203	8.2
Operational	2,264	23.9	541	23.9	100	4.4	150	6.6	81	3.6
Total	14,089	53.4	7,522	53.4	620	4.4	1,119	7.9	903	6.4

Note

"Separations" refers to employees who left the public service of Canada payroll between April 1, 2009, to March 31, 2010 (see the definition of "Separations" under "Terminology" in Appendix 1).

TABLE 16

Separation from the Public Service of Canada by Designated Group and Type of Employment

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees (April 1, 2009, to March 31, 2010)

Type of Employment	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Persons in a Visible Minority Group	
	#	%	#	%	#	%	#	%	#	%
Indeterminate	9,358	53.7	5,029	53.7	418	4.5	902	9.6	588	6.3
Term (three months or more)	4,614	53.0	2,444	53.0	187	4.1	209	4.5	310	6.7
Seasonal	117	41.9	49	41.9	15	12.8	8	6.8	5	4.3
Total	14,089	53.4	7,522	53.4	620	4.4	1,119	7.9	903	6.4

Note

"Separations" refers to employees who left the public service of Canada payroll between April 1, 2009, and March 31, 2010 (see the definition of "Separations" under "Terminology" in Appendix 1).