



# APPOINTMENTS TO THE PUBLIC SERVICE BY EMPLOYMENT EQUITY DESIGNATED GROUP FOR 2012-2013

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## Introduction

This document provides information on appointments to the public service by employment equity (EE) designated groups for 2012-2013.

In reviewing this information on appointments by EE groups, it is important to note, as reported in the Public Service Commission (PSC) 2012-2013 Annual Report, that overall hiring and staffing in the public service was set against a backdrop of resource reductions stemming from Spending Review 2012. Departments and agencies implemented vacancy management strategies and focused on redeploying displaced employees and placing persons registered in the priority system, altering normal staffing patterns.

It is also important to note that the PSC and the Office of the Chief Human Resources Officer worked together over the past year to address a long-standing issue of different methodologies used within the public service to report EE information. To address this issue, a common methodology was developed that ensures consistent reporting of EE data across the federal public service. This common methodology resulted in improved quality and completeness of information on designated groups, in addition to improving efficiencies by which departments and agencies will obtain and report on EE data.

Given the introduction of the new common methodology, appointment information on employment equity designated groups for 2012-2013 is not comparable to previous years.



STATISTICAL UPDATE

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## Statistical tables

As illustrated in Table 1, below, three of the four designated groups were appointed to the public service at a rate exceeding that of their respective workforce availability in 2012-2013. The exception is for persons with disabilities, who were appointed at a lower rate (3.5%) than that of their workforce availability (4.0%). Although not comparable given the new methodology for 2012-2013, for more information on previous years' appointment data, please see the 2011-2012 PSC Annual Report - Table 11. For reference, Table 2 below presents the percentage of applicants by employment equity designated group in 2012-2013, as reported in the 2012-2013 Annual Report.

**Table 1: Percentage of appointments to the public service to indeterminate positions and specified terms of three months and over, by employment equity designated group for fiscal year 2012-2013, compared to the 2006 workforce availability**

Employment equity designated group	2006 workforce availability <sup>(a)</sup>	% of appointments to the public service
Aboriginal Peoples	3.0	4.9 <sup>(b)</sup>
Persons with disabilities	4.0	3.5 <sup>(b)</sup>
Members of visible minorities	12.4	14.7 <sup>(b)</sup>
Women	52.3	52.9 <sup>(c)</sup>

**Source:** Treasury Board of Canada Secretariat (TBS) Employment Equity Data Bank (EEDB) and the Public Service Commission (PSC) hiring and staffing activities files

<sup>(a)</sup> The 2006 workforce availability for the public service was provided by the TBS.

<sup>(b)</sup> The figures for these three employment equity designated groups are based on the TBS EEDB and where a match was found in the PSC hiring and staffing activities files covering the current fiscal year. These include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate agencies. Due to a change in methodology, figures are not comparable to previous fiscal years.

<sup>(c)</sup> The figures for women are extracted from the PSC hiring and staffing activities files. These include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate agencies.

**Table 2:** Percentage of applicants to external advertised processes to indeterminate positions and specified terms of three months and over, by employment equity designated group for fiscal year 2012-2013, compared to the 2006 workforce availability

Employment equity designated group	2006 workforce availability <sup>(a)</sup>	Applicants <sup>(b)</sup> %
Aboriginal Peoples	3.0	3.0
Persons with disabilities	4.0	2.6
Members of visible minorities	12.4	23.0
Women	52.3	N/A <sup>(c)</sup>

**Source:** Public Service Resourcing System (PSRS)

<sup>(a)</sup> The 2006 workforce availability for the public service was provided by Treasury Board of Canada Secretariat.

<sup>(b)</sup> For applicants to external advertised processes, the percentages for the employment equity designated groups are based on applicants who self-declared through the PSRS.

<sup>(c)</sup> Applicant data by sex cannot be reported due to a change in data capture.

As illustrated in Table 3 below, women accounted for 58.8% of Aboriginal Peoples appointed to the public service in 2012-2013, for 47.7% of persons with disabilities and for 50.5% of members of visible minorities. Although not comparable given the new methodology for 2012-2013, for more information on previous years' data, please see the 2011-2012 PSC Annual Report - Table 34.

**Table 3: Appointments to the public service to indeterminate positions and specified terms of three months and over by employment equity designated group and sex**

*April 1, 2012 to March 31, 2013*

Employment equity designated group	Women %	Men %
Aboriginal Peoples	58.8	41.2
Persons with disabilities	47.7	52.3
Members of visible minorities	50.5	49.5

**Source** Treasury Board of Canada Secretariat (TBS) Employment Equity Data Bank (EEDB) and Public Service Commission (PSC) hiring and staffing activities files

**Note:** These figures are based on the TBS EEDB and where a match was found in the PSC hiring and staffing activities files covering the current fiscal year. These include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate agencies. Due to a change in methodology, figures are not comparable to previous fiscal years.

Distribution by sex is extracted from the PSC hiring and staffing activities files.

Updated data on appointments to the public service by employment equity designated group and geographic area are below. Although not comparable given the new methodology for 2012-2013, for more information on previous years' data, please see the 2011-2012 PSC Annual Report – Table 26.

**Table 4: Appointments to the public service to indeterminate positions and specified terms of three months and over, by employment equity designated group and geographic area**

*April 1, 2012 to March 31, 2013*

	Appointments to the public service by employment equity designated group								Total <sup>(c)</sup>	
	Aboriginal Peoples <sup>(a)</sup>		Persons with disabilities <sup>(a)</sup>		Members of visible minorities <sup>(a)</sup>		Women <sup>(b)</sup>			
Geographic area	No.	%	No.	%	No.	%	No.	%	No.	%
British Columbia	24	5.4	10	2.2	113	25.4	217	48.8	445	100.0
Alberta	42	8.0	22	4.2	86	16.3	271	51.5	526	100.0
Saskatchewan	26	7.6	10	2.9	21	6.2	173	50.9	340	100.0
Manitoba	56	16.5	11	3.2	47	13.8	188	55.3	340	100.0
Ontario (except NCR)	34	4.1	24	2.9	147	17.9	386	47.0	821	100.0
National Capital Region (NCR)	52	2.9	71	4.0	265	14.9	989	55.7	1 776	100.0
Quebec (except NCR)	9	1.3	16	2.2	104	14.5	394	55.1	715	100.0
New Brunswick	*	*	12	4.9	5	2.0	154	62.3	247	100.0
Nova Scotia	15	6.8	7	3.2	18	8.1	91	41.2	221	100.0
Prince Edward Island	0	0.0	*	*	*	*	10	50.0	20	100.0
Newfoundland and Labrador	*	*	7	9.5	4	5.4	42	56.8	74	100.0
Yukon	3	15.8	0	0.0	3	15.8	11	57.9	19	100.0
Northwest Territories	6	20.7	*	*	*	*	17	58.6	29	100.0
Nunavut	6	22.2	0	0.0	*	*	21	77.8	27	100.0
Outside Canada	0	0.0	*	*	4	40.0	1	10.0	10	100.0
Total	277	4.9	195	3.5	823	14.7	2 965	52.9	5 610	100.0

**Source:** Treasury Board of Canada Secretariat (TBS) Employment Equity Data Bank (EEDB) and Public Service Commission (PSC) hiring and staffing activities files

<sup>(a)</sup> The figures for these three employment equity (EE) designated groups are extracted from the TBS EEDB and where a match was found in the PSC hiring and staffing activities file covering the current fiscal year. These include appointments to both advertised and non-advertised processes. They exclude appointments to separate agencies. Due to a change in methodology, figures are not comparable to previous fiscal years.

<sup>(b)</sup> The figures for women are extracted from the PSC hiring and staffing activities files. These include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate agencies.

<sup>(c)</sup> The sum of EE designated groups does not equal the total, as a person may self-identify in more than one EE designated group and men are included in the total.

**Note:** The information in certain data cells has been suppressed in order to respect the confidentiality requirements of personal information. They have been replaced by the missing value indicator “\*”.

