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Canada

Employment Equity in the Public Service of Canada

2014-15



ANNUAL REPORT

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President's Message

As the President of the Treasury Board of Canada, I am pleased to present the 23rd Annual Report to Parliament on Employment Equity in the Public Service of Canada.

I firmly believe that our country is stronger, and our government more effective, when the people who make decisions reflect the diversity of Canada's population. This report, *Employment Equity in the Public Service of Canada 2014–15: Annual Report to Parliament*, shows the progress made by the federal public service in achieving that goal.

The four groups designated under the *Employment Equity Act*—women, Aboriginal peoples, persons with disabilities, and members of a visible minority group—have increased in representation in the federal public service since the Act came into force in 1996. In fact, over the last three years, the representation of all four groups has continued to surpass their workforce availability, except for the executive levels where more representation is needed. We recognize the value of diversity, and the interest of all Canadians in being reflected in our public service, to ensure they play a significant role in shaping our country's future.

Our gender-equal and diverse Cabinet, appointed last year, clearly demonstrates our commitment. The progress made provides a foundation to build a truly inclusive public service that reflects the diversity of the population we serve.

I invite parliamentarians and all Canadians to read this report with optimism.



The Honourable Scott Brison
President of the Treasury Board

Original signed by

The Honourable Scott Brison
President of the Treasury Board

Introduction

The *Employment Equity Act* requires the President of the Treasury Board to submit a report to Parliament on the state of employment equity in the core public administration for each fiscal year. This report outlines results and progress with respect to the representation of employment equity designated groups for fiscal year 2014–15.

The Government of Canada remains committed to a diverse public service that reflects today's society. The Clerk of the Privy Council, in the *Twenty-Second Annual Report to the Prime Minister on the Public Service of Canada*, stated that “a strong, merit-based, non-partisan and representative Public Service that reflects the diversity of Canadian society is essential to this country's success.”

As at March 31, 2015, all four employment equity designated groups continue to exceed their workforce availability for a third year in a row, as determined from the recently released 2011 Census data and 2012 Canadian Survey on Disability:

- ▶ Representation of women increased slightly from 54.1 per cent to 54.3 per cent, surpassing their workforce availability of 52.5 per cent;
- ▶ Representation of members of a visible minority group increased from 13.2 per cent to 13.8 per cent, surpassing their workforce availability of 13.0 per cent;
- ▶ Representation of Aboriginal peoples continued to maintain their level at 5.1 per cent, surpassing their workforce availability of 3.4 per cent; and
- ▶ Representation of persons with disabilities decreased marginally from 5.7 per cent to 5.6 per cent, continuing to surpass their workforce availability of 4.4 per cent.¹

Within the Executive Group, representation rates did not meet workforce availability for three of the four designated groups:

- ▶ Women increased their representation from 46.1 per cent to 46.4 per cent, below their workforce availability of 47.8 per cent;
- ▶ Members of a visible minority group increased their representation from 8.5 per cent to 8.8 per cent, below their workforce availability of 9.5 per cent;
- ▶ Representation of Aboriginal peoples decreased from 3.7 per cent to 3.4 per cent, below their workforce availability of 5.2 per cent; and
- ▶ Representation of persons with disabilities decreased marginally from 5.4 per cent to 5.3 per cent, which continued to surpass their workforce availability of 2.3 per cent.²

1. Representation data for members of a visible minority, Aboriginal people and persons with disabilities are based on voluntary self-identification.

2. Due to high sampling variability, this estimate for persons with disabilities should be used with caution.

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- Appendix A provides statistical tables. Technical notes in Appendix B provide an explanation of the core public administration workforce³ information on the data for persons in the designated groups, along with definitions of terms used in this report.

Treasury Board of Canada Secretariat Activities

Collaboration and Outreach

The Office of the Chief Human Resources Officer of the Treasury Board of Canada Secretariat works closely with the Public Service Commission of Canada on employment equity issues and continues to collaborate on their common methodology for data collection and reporting.

The Office of the Chief Human Resources Officer has developed tools for people who are interested in working for the Government of Canada, such as guidance material available in braille, on what their rights are regarding the duty to accommodate and their right to non-discrimination. Such tools are part of a follow-up to the pilot outreach workshop launched in 2013–14 with Public Service Commission and Employment and Social Development Canada at Carleton University in Ottawa.

The Office of the Chief Human Resources Officer continues to provide support to various forums and other groups such as the Interdepartmental Network on Employment Equity, the National Staffing Council and the Human Resources Council on various employment equity and diversity issues. The following summarizes other activities undertaken by the Office of the Chief Human Resources Officer, key stakeholders and bargaining agents in working toward employment equity goals in the federal public service.

Employment Equity Champions and Chairs Committees and Circle

The three Employment Equity Champions and the Visible Minorities Champions and Chairs Committee, the Persons with Disabilities Champions and Chairs Committee, and the Champions and Chairs Circle for Aboriginal Peoples have explored a wide range of issues, contributed to *Blueprint 2020*, helped shape key government initiatives, and shared and promoted best practices and tools on issues such as recruitment and leadership development. As consultative bodies, they have identified emerging issues for further examination, such as the use of technology to increase accessibility, and have ensured that initiatives reflect the needs and perspectives of their communities.

3. The core public administration workforce includes indeterminate employees, term employees of three months or more, and seasonal employees, except seasonal employees on leave without pay at the end of the fiscal year.

In 2013–14, the Office of the Chief Human Resources Officer consulted members of the three employment equity committees on the questions for the 2014 Public Service Employee Survey. Committee and Circle members provided input on the survey's questions on harassment and discrimination.

Each Employment Equity Deputy Minister Champion reported to the Clerk on the current priorities, progress and challenges of their respective committee.

The use of electronic platforms such as GCpedia and GCconnex continued to be promoted at the meetings as useful mechanisms for consultation and for sharing information and best practices among the departments participating on the three committees.

Joint Employment Equity Committee

The Joint Employment Equity Committee, a National Joint Council committee, provides a forum for the Office of the Chief Human Resources Officer, the Public Service Commission, departments and bargaining agents to consult and collaborate on developing, implementing and reviewing public service-wide policies and practices that affect employment equity designated groups.

During 2014–15, the Joint Employment Equity Committee focused on the need to redefine its purpose. With the success of the three Employment Equity Champions and Chairs Committees, work underway at the Interdepartmental Network on Employment Equity, and the ongoing efforts at departments and agencies, the Joint Employment Equity Committee has decided to reflect on how it can better respond to the changing focus of employment equity in the government today, while respecting the principles of the *Employment Equity Act*. The Joint Employment Equity Committee will develop a strategic forward outlook to be presented to the National Joint Council's Executive Committee.

Conclusion

Overall employment equity goals for the public service of Canada have been met for a third year in a row. The Treasury Board of Canada Secretariat, through the Office of the Chief Human Resources Officer, will continue to collaborate with key stakeholders and provide support and guidance to departments on matters related to employment equity.

Appendix A: Statistical Tables

Table 1

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as of March 31, 2015)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	%	Number	%	Number	%	Number	%	Number	%
National Defence ^s	21,507	8,485	39.5	705	3.3	1,427	6.6	1,652	7.7	
Employment and Social Development Canada	20,037	13,926	69.5	923	4.6	1,296	6.5	3,746	18.7	
Correctional Service Canada	17,416	8,256	47.4	1,727	9.9	947	5.4	1,658	9.5	
Canada Border Services Agency	13,426	6,534	48.7	491	3.7	601	4.5	2,057	15.3	
Public Works and Government Services Canada	11,313	6,619	58.5	362	3.2	679	6.0	1,419	12.5	
Fisheries and Oceans Canada [†]	8,938	3,211	35.9	416	4.7	477	5.3	521	5.8	
Health Canada	8,660	5,744	66.3	722	8.3	528	6.1	1,826	21.1	
Royal Canadian Mounted Police (Civilian Staff)	6,181	4,850	78.5	373	6.0	297	4.8	759	12.3	
Environment Canada	5,971	2,885	48.3	172	2.9	257	4.3	840	14.1	
Foreign Affairs, Trade and Development Canada	5,511	3,021	54.8	133	2.4	183	3.3	792	14.4	
Citizenship and Immigration Canada	5,169	3,431	66.4	186	3.6	268	5.2	1,266	24.5	
Shared Services Canada	5,032	1,604	31.9	169	3.4	327	6.5	721	14.3	
Transport Canada	4,837	2,177	45.0	167	3.5	224	4.6	699	14.5	
Statistics Canada	4,570	2,316	50.7	105	2.3	287	6.3	939	20.5	
Industry Canada	4,535	2,295	50.6	139	3.1	218	4.8	758	16.7	
Agriculture and Agri-Food Canada [‡]	4,381	2,147	49.0	138	3.1	185	4.2	551	12.6	
Justice Canada	4,307	2,926	67.9	159	3.7	269	6.2	724	16.8	
Aboriginal Affairs and Northern Development Canada	4,159	2,694	64.8	1,221	29.4	245	5.9	497	11.9	

Table 1 (cont'd)

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as of March 31, 2015)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Natural Resources Canada	3,676	44.4	1,633	44.4	99	2.7	174	4.7	465	12.6
Veterans Affairs Canada	2,864	73.1	2,093	73.1	92	3.2	216	7.5	362	12.6
Public Health Agency of Canada	1,991	68.3	1,360	68.3	66	3.3	131	6.6	382	19.2
Treasury Board of Canada Secretariat	1,634	62.5	1,021	62.5	55	3.4	114	7.0	274	16.8
Canadian Heritage	1,581	67.2	1,063	67.2	64	4.0	79	5.0	186	11.8
Public Prosecution Service of Canada	945	67.0	633	67.0	55	5.8	60	6.3	119	12.6
Library and Archives Canada	900	60.4	544	60.4	67	7.4	58	6.4	79	8.8
Public Safety Canada	860	59.5	512	59.5	43	5.0	55	6.4	99	11.5
Immigration and Refugee Board of Canada	773	63.8	493	63.8	30	3.9	51	6.6	235	30.4
Department of Finance Canada	713	47.0	335	47.0	16	2.2	25	3.5	113	15.8
Public Service Commission of Canada	690	65.1	449	65.1	28	4.1	58	8.4	100	14.5
Privy Council Office	656	54.9	360	54.9	29	4.4	35	5.3	85	13.0
Canada School of Public Service	572	67.0	383	67.0	22	3.8	31	5.4	81	14.2
Office of the Chief Electoral Officer	568	51.1	290	51.1	20	3.5	40	7.0	80	14.1
Atlantic Canada Opportunities Agency	568	64.8	368	64.8	17	3.0	31	5.5	25	4.4
Canadian Space Agency	557	42.0	234	42.0	9	1.6	28	5.0	78	14.0
Courts Administration Service	553	64.4	356	64.4	17	3.1	32	5.8	93	16.8
Canadian Radio-television and Telecommunications Commission	423	54.6	231	54.6	12	2.8	23	5.4	53	12.5

Table 1 (cont'd)

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as of March 31, 2015)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Parole Board of Canada	394		314	79.7	21	5.3	25	6.3	42	10.7
Canadian Grain Commission	384		167	43.5	23	6.0	23	6.0	68	17.7
Infrastructure Canada	318		186	58.5	10	3.1	14	4.4	47	14.8
Administrative Tribunals Support Service of Canada	287		196	68.3	6	2.1	10	3.5	17	5.9
Canada Economic Development for Quebec Regions	274		160	58.4	*	*	*	*	33	12.0
Western Economic Diversification Canada	271		170	62.7	21	7.7	16	5.9	52	19.2
Offices of the Information and Privacy Commissioners of Canada	251		147	58.6	13	5.2	11	4.4	26	10.4
Canadian Environmental Assessment Agency	204		142	69.6	13	6.4	10	4.9	20	9.8
Canadian Transportation Agency	203		123	60.6	*	*	13	6.4	29	14.3
Transportation Safety Board of Canada	203		63	31.0	*	*	7	3.4	16	7.9
Federal Economic Development Agency for Southern Ontario	190		123	64.7	*	*	17	8.9	46	24.2
Canadian Human Rights Commission	183		123	67.2	11	6.0	27	14.8	26	14.2
Registrar of the Supreme Court of Canada	182		105	57.7	8	4.4	14	7.7	8	4.4
Office of the Commissioner of Official Languages	159		110	69.2	*	*	10	6.3	14	8.8
Office of the Secretary to the Governor General	140		82	58.6	*	*	11	7.9	16	11.4
Status of Women Canada	86		75	87.2	*	*	8	9.3	11	12.8
Canadian Northern Economic Development Agency	67		41	61.2	18	26.9	*	*	8	11.9

Table 1 (cont'd)

Distribution of Public Service of Canada Employees by Designated Group According to Department or Agency
Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as of March 31, 2015)

Department or Agency	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Civilian Review and Complaints Commission for the RCMP	56	64.3	36	64.3	*	*	*	*	8	14.3
Patented Medicine Prices Review Board Canada	53	58.5	31	58.5	*	*	*	*	8	15.1
Canadian Dairy Commission	53	64.2	34	64.2	*	*	*	*	7	13.2
Office of the Commissioner for Federal Judicial Affairs Canada	49	67.3	33	67.3	*	*	*	*	*	*
Military Grievances External Review Committee	38	63.2	24	63.2	*	*	*	*	*	*
International Joint Commission	28	42.9	12	42.9	*	*	*	*	*	*
Office of the Commissioner of Lobbying of Canada	25	40.0	10	40.0	*	*	*	*	*	*
Office of the Public Sector Integrity Commissioner of Canada	25	76.0	19	76.0	*	*	*	*	*	*
Canadian Intergovernmental Conference Secretariat	21	42.9	9	42.9	*	*	*	*	*	*
Military Police Complaints Commission of Canada	19	73.7	14	73.7	*	*	*	*	*	*
Farm Products Council of Canada	18	61.1	11	61.1	*	*	*	*	*	*
Copyright Board Canada	16	56.3	9	56.3	*	*	*	*	*	*
RCMP External Review Committee	5	40.0	2	40.0	*	*	*	*	*	*
Indian Residential Schools Truth and Reconciliation Commission	5	20.0	1	20.0	*	*	*	*	*	*
Total	180,681	98,051	54.3	9,232	5.1	10,204	5.6	24,849	13.8	

Notes

The sum of designated groups does not equal the total ("All Employees") because employees may have chosen to self-identify in more than one designated group, and men are included in the total.

§ Civilian staff only (data for members of the Canadian Armed 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.

* Information for small numbers is suppressed.

Table 2

Distribution of Public Service of Canada Employees by Designated Group and Region of Work

Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as at March 31, 2015)

Region of Work	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Newfoundland and Labrador	2,771	42.4	1,176	6.6	184	5.3	148	2.0	55	2.4
Prince Edward Island	1,521	63.1	959	2.8	42	7.0	106	6.0	36	2.4
Nova Scotia	8,181	43.6	3,568	5.1	415	7.3	596	2.5	491	10.5
New Brunswick	6,664	56.7	3,778	3.6	237	5.3	356	2.5	168	13.4
Quebec (without the NCR) [†]	20,068	52.2	10,468	2.1	423	3.3	656	10.5	2,099	15.8
NCR (Quebec) [†]	25,285	57.8	14,607	5.1	1,293	5.5	1,379	13.4	3,392	15.0
NCR (Ontario) [†]	54,564	55.6	30,325	3.2	1,763	5.9	3,192	15.8	8,601	15.0
NCR [‡] (Total)	79,849	56.3	44,932	3.8	3,056	5.7	4,571	18.4	11,993	18.4
Ontario (without the NCR) [†]	23,337	54.9	12,822	5.2	1,218	6.6	1,550	9.8	4,294	7.0
Manitoba	6,472	56.6	3,664	14.8	959	6.3	407	9.8	633	12.7
Saskatchewan	4,499	57.8	2,599	16.7	752	5.5	249	7.0	316	21.1
Alberta	9,135	56.3	5,147	8.4	767	6.6	601	12.7	1,157	21.1
British Columbia	15,856	48.9	7,747	6.0	954	5.4	859	21.1	3,339	4.5
Yukon	286	61.2	175	17.1	49	7.7	22	4.5	13	5.8
Northwest Territories	378	60.6	229	19.0	72	6.6	25	5.8	22	7.8
Nunavut	231	55.0	127	33.8	78	6.1	14	7.8	18	15.0
Outside Canada	1,433	46.1	660	1.8	26	3.1	44	15.0	215	
Total	180,681	54.3	98,051	5.1	9,232	5.6	10,204	13.8	24,849	

Notes

The sum of designated groups does not equal the total ("All Employees") because employees may have chosen to self-identify in more than one designated group, and men are included in the total.

[†] NCR: National Capital Region.

[‡] NCR includes NCR (Quebec) and NCR (Ontario).

Table 3

Distribution of Public Service of Canada Employees by Designated Group According to Occupational Group
Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as at March 31, 2015)

Occupational Group	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Executives	5,228	46.4	2,426	46.4	179	3.4	279	5.3	461	8.8
EX (Executive)	4,928	45.7	2,252	45.7	171	3.5	256	5.2	444	9.0
LC (Law Management) [†]	300	58.0	174	58.0	8	2.7	23	7.7	17	5.7
Scientific and Professional	31,974	52.0	16,635	52.0	1,030	3.2	1,417	4.4	5,670	17.7
Administrative and Foreign Service	82,802	63.0	52,182	63.0	4,405	5.3	5,142	6.2	12,189	14.7
Technical	12,569	25.5	3,201	25.5	548	4.4	568	4.5	1,020	8.1
Administrative Support	19,144	78.7	15,060	78.7	1,299	6.8	1,480	7.7	2,914	15.2
Operational	28,889	29.4	8,502	29.4	1,767	6.1	1,312	4.5	2,583	8.9
Undetermined	75	60.0	45	60.0	*	*	6	8.0	12	16.0
Total	180,681	54.3	98,051	54.3	9,232	5.1	10,204	5.6	24,849	13.8

Notes

The sum of designated groups does not equal the total ("All Employees") because employees may have chosen to self-identify in more than one designated group, and men are included in the total.

[†] LCs have been included in the Executive Group since 2011–12.

* Information for small numbers is suppressed.

Distribution of Public Service of Canada Employees by Designated Group and Salary Range

Salary Range (\$)		All Employees			Women		Aboriginal Peoples			Persons with Disabilities			Members of a Visible Minority Group		
	Number	% of All Employees	Number	% of Salary Range	% of EE ⁺ Group	Number	% of Salary Range	% of EE ⁺ Group	Number	% of Salary Range	% of EE ⁺ Group	Number	% of Salary Range	% of EE ⁺ Group	
Under 5,000	48	0.0	10	20.8	0.0	*	*	*	*	*	*	*	*	*	
	115	0.1	35	30.4	0.0	*	*	*	7	6.1	0.1	*	*	*	
	62	0.0	44	71.0	0.0	*	*	*	*	*	*	6	9.7	0.0	
	155	0.1	111	71.6	0.1	6	3.9	0.1	10	6.5	0.1	19	12.3	0.1	
	251	0.1	195	77.7	0.2	19	7.6	0.2	14	5.6	0.1	38	15.1	0.2	
	370	0.2	292	78.9	0.3	24	6.5	0.3	28	7.6	0.3	62	16.8	0.2	
	378	0.2	325	86.0	0.3	12	3.2	0.1	17	4.5	0.2	59	15.6	0.2	
	1,676	0.9	1,286	76.7	1.3	90	5.4	1.0	89	5.3	0.9	164	9.8	0.7	
	3,804	2.1	2,669	70.2	2.7	238	6.3	2.6	311	8.2	3.0	578	15.2	2.3	
	14,764	8.2	10,368	70.2	10.6	961	6.5	10.4	1,077	7.3	10.6	2,048	13.9	8.2	
50,000 to 54,999	19,778	10.9	13,573	68.6	13.8	1,183	6.0	12.8	1,230	6.2	12.1	2,948	14.9	11.9	
	16,888	9.3	10,981	65.0	11.2	898	5.3	9.7	946	5.6	9.3	2,367	14.0	9.5	
	14,209	7.9	8,257	58.1	8.4	742	5.2	8.0	814	5.7	8.0	1,771	12.5	7.1	

Table 4 (cont'd)

Distribution of Public Service of Canada Employees by Designated Group and Salary Range

Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as at March 31, 2015)

Salary Range (\$)	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	% of All Employees	Number	% of Salary Range	Number	% of Salary Range	Number	% of Salary Range	Number	% of Salary Range
65,000 to 69,999	13,903	7.7	7,288	52.4	774	5.6	822	5.9	1,827	13.1
70,000 to 74,999	18,067	10.0	6,828	37.8	1,236	6.8	751	4.2	2,223	12.3
75,000 to 79,999	9,845	5.4	5,214	53.0	412	4.2	481	4.9	1,443	14.7
80,000 to 84,999	17,598	9.7	8,348	47.4	993	5.6	1,090	6.2	2,282	13.0
85,000 to 89,999	7,357	4.1	3,911	53.2	329	4.5	371	5.0	1,304	17.7
90,000 to 94,999	7,782	4.3	3,804	48.9	251	3.2	373	4.8	1,053	13.5
95,000 to 99,999	8,235	4.6	3,374	41.0	245	3.0	426	5.2	1,378	16.7
100,000 and over	25,396	14.1	11,138	43.9	815	3.2	1,341	5.3	3,269	12.9
Total	180,681	100.0	98,051	54.3	9,232	5.1	10,204	5.6	24,849	13.8
Total										100.0

Notes

The sum of designated groups does not equal the total ("All Employees") because employees may have chosen to self-identify in more than one designated group, and men are included in the total.

† EE: Employment equity

* Information for small numbers is suppressed.

Table 5

Hirings Into and Promotions Within the Public Service of Canada by Designated Group, and Separations From the Public Service of Canada by Designated Group
Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(April 1, 2014, to March 31, 2015)

Action Type	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Hirings	10,018	56.6	5,669	56.6	385	3.8	347	3.5	1,610	16.1
Promotions	10,920	57.1	6,239	57.1	442	4.0	450	4.1	1,558	14.3
Separations	12,974	55.5	7,202	55.5	668	5.1	1,025	7.9	1,289	9.9

Notes

The sum of designated groups does not equal the total ("All Employees") because employees may have chosen to self-identify in more than one designated group, and men are included in the total.

"Hirings" refers to the number of staffing actions that added employees to the public service of Canada payroll between April 1, 2014, and March 31, 2015.

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*.

"Separations" refers to employees who left the public service of Canada payroll between April 1, 2014, and March 31, 2015.

Percentages are that designated group's share of all actions of the given type.

See the definitions of "hirings," "promotions" and "separations" in Appendix B.

Table 6**Distribution of Public Service of Canada Employees by Designated Group and Age Range**

Financial Administration Act, Schedules I and IV Indeterminates, Terms of Three Months or More, and Seasonal Employees
(as at March 31, 2013)

Age Range	All Employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number	% of All Employees	Number	% of Age Range	Number	% of Age Range	Number	% of Age Range	Number	% of Age Range
Under 20	36	0.0	13	36.1	*	*	*	*	*	*
20 to 24	1,822	1.0	1,029	56.5	82	4.5	25	1.4	306	16.8
25 to 29	10,422	5.8	5,911	56.7	454	4.4	207	2.0	1,896	18.2
30 to 34	20,252	11.2	11,136	55.0	935	4.6	589	2.9	3,370	16.6
35 to 39	26,510	14.7	14,919	56.3	1,295	4.9	971	3.7	4,385	16.5
40 to 44	27,384	15.2	15,357	56.1	1,596	5.8	1,312	4.8	4,140	15.1
45 to 49	27,953	15.5	15,431	55.2	1,714	6.1	1,685	6.0	3,863	13.8
50 to 54	32,372	17.9	17,464	53.9	1,644	5.1	2,386	7.4	3,261	10.1
55 to 59	21,918	12.1	11,236	51.3	975	4.4	1,865	8.5	2,138	9.8
60 to 64	9,077	5.0	4,348	47.9	422	4.6	878	9.7	987	10.9
65 to 69	2,445	1.4	1,034	42.3	102	4.2	245	10.0	402	16.4
70 and over	490	0.3	173	35.3	*	*	*	*	*	*
Total	180,681	100.0	98,051	54.3	9,232	5.1	10,204	5.6	24,849	13.8
Total										100.0

Notes

The sum of designated groups does not equal the total ("All Employees") because employees may have chosen to self-identify in more than one designated group, and men are included in the total.

† EE: Employment equity

* Information for small numbers is suppressed.

Appendix B: Technical Notes

Core public administration

The *Employment Equity Act* requires that this report cover the portions of the public service of Canada set out in Schedules I and IV of the *Financial Administration Act*. Sixty-seven⁴ departments, agencies and commissions comprise the core public administration, for which the Treasury Board is the employer (see Table 1). The statistics in this report include only employees working for these organizations, which numbered 180,681 on March 31, 2015.

This report includes information on indeterminate employees, term employees of three months or more and seasonal employees, with the exception of seasonal employees who are on leave without pay at the end of March for each fiscal year. No information is reported on students or casual workers, except in cases where they were subsequently hired as indeterminate employees, for terms of three months or more, or as seasonal employees before the end of the fiscal year. Employees on leave without pay, such as those on care and nurturing leave and educational leave, are not included in these tables.

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

The statistics of separate employers, covered under Schedule V of the *Financial Administration Act*, are not included in this report. Under the *Employment Equity Act*, separate employers that have more than 100 employees (e.g., the Canada Revenue Agency and the Canadian Food Inspection Agency) are required to provide their reports to the Office of the Chief Human Resources Officer of the Treasury Board of Canada Secretariat only for the purposes of tabling in Parliament at the same time as this report. To view the employment equity reports of such organizations, readers should visit their websites or contact them directly.

Reports on employment equity in the Canadian Armed Forces and the Royal Canadian Mounted Police are prepared by those organizations and are also tabled in Parliament at the same time as those of separate employers.

4. The new Administrative Tribunals Support Service of Canada consolidated 11 administrative tribunals into 1 integrated organization, of which 8 were included in previous years: the Canada Industrial Relations Board, the Registry of the Competition Tribunal, the Canadian International Trade Tribunal, the Public Service Staffing Tribunal, the Transportation Appeal Tribunal, the Registry of the Specific Claims Tribunal, the Canadian Human Rights Tribunal, and the Registry of the Public Servants Disclosure Protection Tribunal.

Data on persons in designated groups

To ensure the consistency of data presented in this report, the Office of the Chief Human Resources Officer uses information on all employees for whom the Treasury Board is the employer, in accordance with Schedules I and IV of the *Financial Administration Act*. Since 2011–12, the executive category includes data on the LC Group (Law Management Occupational Group) in its total workforce, which must be taken into consideration when comparing data historically.

All tabulations, other than those for women, contain data obtained through self-identification. This data is provided voluntarily by employees and maintained separately and confidentially in the Employment Equity Data Bank by the Office of the Chief Human Resources Officer and, where applicable, through the self-declaration of individuals applying to the public service through the Public Service Commission of Canada's Public Service Resourcing System. A reconciliation process is carried out each year by the Office of the Chief Human Resources Officer, the Public Service Commission and the departments of the core public administration to ensure that information derived from the Public Service Resourcing System, the Employment Equity Data Bank, and incumbent files harmonizes with the information from departmental sources.

The completeness and accuracy of employment equity data for the core public administration depend on the willingness of employees to self-identify and on departments providing opportunities 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. They may also complete a self-identification form, available from their departmental employment equity coordinator, at any time.

Definitions

Aboriginal peoples: Persons who are Indians, Inuit or Métis.

casual workers: 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.

designated groups: Women, Aboriginal peoples, persons with disabilities, and members of a visible minority group.

hirings: The number of staffing actions that added to the employee population in the past fiscal year. This includes indeterminate and seasonal employees; those with terms 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. Hirings measure the flow of employees into the public service and may include more than one staffing action per person per year.

indeterminate employees: People appointed to the public service for an unspecified duration.

members of a visible minority group: Persons other than Aboriginal peoples who are non-Caucasian in race or non-white in colour.

persons with disabilities: Persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:

- ▶ Consider themselves to be disadvantaged in employment by reason of that impairment; or
- ▶ Believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

Included are persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

promotions: The number of appointments to positions at higher maximum pay levels in the past fiscal year, either within the same occupational group or subgroup or in another group or subgroup.

seasonal employees: People hired to work cyclically for a season or portion of each year.

self-declaration: Voluntary information provided by applicants in appointment processes for statistical purposes related to appointments and, in the case of processes that target employment equity groups, to determine eligibility.

self-identification: A collection of employment equity information, voluntarily provided by employees, for statistical purposes in analyzing and monitoring the progress of employment equity groups in the federal public service and for reporting workforce representation.

separations: The number of employees (i.e., indeterminate, terms of three months or more, and seasonal) removed from the public service payroll, which may include more than one action per person per year. Separations include employees who retired or resigned, or employees whose specified employment period (term) ended.

tenure: The period of time for which a person is employed.

women: An employment equity designated group under the *Employment Equity Act*.

workforce availability: For the core public administration, refers to the estimated availability of people in designated groups as a percentage of the workforce population. For the core public administration, workforce availability is based on the population of Canadian citizens who are active in the workforce and who work in those occupations that correspond to the occupations in the core public administration. Availability is estimated from 2011 Census data, and estimates for persons with disabilities are derived from data, also collected by Statistics Canada, in the 2012 Canadian Survey on Disability.