



Treasury Board of Canada
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du Canada

Canada

Employment Equity in the Public Service of Canada 2015–2016



ANNUAL REPORT

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Message from the President of the Treasury Board

As the President of the Treasury Board of Canada, I am pleased to present the Treasury Board Secretariat's 24th Annual Report to Parliament on Employment Equity in the Public Service of Canada.

This issue remains a Government priority as we mark the 30th anniversary of the first Employment Equity Act. We must have a diverse public service that is representative of the population it serves, so that all Canadians can see themselves in their government.

This report describes the ongoing progress made by federal departments and agencies in achieving this goal. It shows, for example, that overall, the designated groups under the Act — women, Aboriginal peoples, persons with disabilities, and visible minorities — exceed estimates of their workforce availability within the core public administration.

While we have made progress, we still have work to do. In particular, we need to address the representation of these groups in the senior ranks of the public service and harness the enormous potential of Indigenous youth — our largest and fastest-growing demographic.

We know that diversity and inclusiveness are fundamental to a high-performing public service. That's why, last November, I officially launched the Joint Union/Management Task Force on Diversity and Inclusion to recommend measures for moving forward. New thinking, innovative approaches, and keeping up with the evolving expectations of our citizens are fundamental to a successful working environment. But above all, diversity and inclusion can lead to better decision-making and better results for Canadians.

I want to thank those who are working across the public service on this priority.

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



The Honourable Scott Brison
President of the Treasury Board

The Honourable Scott Brison
President of the Treasury Board



Introduction

Reporting to Parliament

The Employment Equity Act (1996) requires that the President of the Treasury Board report to Parliament on the state of employment equity in the core public administration. The purpose of the Employment Equity Act is to achieve equity in the workplace by correcting conditions of disadvantage in employment by identifying and removing barriers to employment experienced by members of the four designated groups:

- ▶ women
- ▶ Aboriginal peoples
- ▶ persons with disabilities
- ▶ members of visible minorities

This report outlines employment equity results and progress achieved for the 2015 to 2016 fiscal year.

Governance and accountability

Accountability for employment equity is a shared responsibility across all levels and sectors of the public service. The Office of the Chief Human Resources Officer of the Treasury Board of Canada Secretariat works closely with key stakeholders to achieve success. Stakeholders are as follows:

- ▶ **Employment and Social Development Canada**
 - responsible for the Employment Equity Act
 - responsible for monitoring compliance and submitting a report to Parliament on the status of employment equity in the federally regulated private sector
 - responsible for assessing compliance of federal contractors
- ▶ **Public Service Commission of Canada**
 - responsible for identifying and eliminating barriers in recruitment and staffing
 - responsible for developing policies and practices that will continue to help ensure that equity group members are well represented in the federal public service
 - reports annually to Parliament on its employment equity activities, including progress on employment equity in staffing and recruitment
- ▶ **Canadian Human Rights Commission**
 - responsible for conducting compliance audits of all organizations subject to the Employment Equity Act



► **bargaining agents**

- work with each federal organization to develop and implement an employment equity plan
- ensure that the collective agreement does not negatively impact on members of the four designated groups

Treasury Board of Canada Secretariat

On behalf of Treasury Board as the employer, the Treasury Board of Canada Secretariat and the Office of the Chief Human Resources Officer are responsible for the administration of the Employment Equity Policy, as it applies to the core public administration, as defined below. The Secretariat monitors and reports on the representation levels of the four designated groups in the public service and is the centre of expertise on employment equity, leading or partnering on initiatives to address specific issues for the designated groups.

Core public administration

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 Financial Administration Act. There are 66 departments, agencies and commissions that comprise the core public administration and for which the Treasury Board is the employer (see Table 1 in Appendix A). The statistics in this report include only employees working for these organizations, which totalled 181,674 on March 31, 2016.

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 the 2011 to 2012 fiscal year, 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. The completeness and accuracy of employment equity data for the core public administration depend on the willingness of employees to self-identify and on federal organizations providing opportunities for them to do so. 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 of Canada and the core public administration to ensure that information derived from the Public Service Resourcing System, the Employment Equity Data Bank, and incumbents' files harmonizes with the information from departmental sources. It is important to note that employees, including those hired as students or as casual workers, are given an opportunity to provide this information when they are hired and during departmental self-identification surveys or other campaigns. Employees may also complete a self-identification form, available from their departmental employment equity coordinator or available in an online human resource management system, at any time.

Advancing employment equity: a collaborative approach

Collaboration is key to promoting and supporting employment equity efforts. In addition to working with organizations that have a legislated role in employment equity, the Office of the Chief Human Resources Officer maintains a broad range of complementary partnerships with various stakeholders, including the Canada School of Public Service.

Building on these partnerships, the Office of the Chief Human Resources Officer continues to share information and collaborate through various forums and other groups, such as the Interdepartmental Network on Employment Equity, the National Staffing Council and the Human Resources Council, to leverage knowledge and activities toward employment equity objectives in the federal public service.

Employment Equity Champions and Chairs Committees and Circle

The Employment Equity Champions and Chairs Committees and Circle were established in 2011 by the Clerk of the Privy Council to support public service employment equity objectives, by serving as a forum for networking and sharing of employment equity best practices among departments and agencies.

Committee composition

The Employment Equity Committees are composed of Champions and Employee Network Chairs from departments and agencies from across the public service of Canada. Each Committee is chaired by the respective Employment Equity Deputy Minister Champion, appointed by the Clerk of the Privy Council.

Where federal organizations do not have employee network chairs, they may select a chair or working-level representative.



Committee activities

In the 2015 to 2016 fiscal year, the Champions and Chairs Circle for Aboriginal Peoples, the Persons with Disabilities Champions and Chairs Committee, and the Visible Minorities Champions and Chairs Committee explored a wide range of issues, such as the results of the 2014 Public Service Employee Survey, the sharing and promoting of best practices in employment equity, and leadership development.

The year was a transitional period with the appointment of new Deputy Minister Champions for both the Champions and Chairs Circle for Aboriginal Peoples and for the Persons with Disabilities Champions and Chairs Committee.

Each Deputy Minister Champion reported on the priorities, progress and emerging issues of their committee and circle to senior management and in letters to the Clerk of the Privy Council.

Champions and Chairs Circle for Aboriginal Peoples

In the 2015 to 2016 fiscal year, the Champions and Chairs Circle for Aboriginal Peoples focused on creating a healthy workplace for Aboriginal peoples by working on three key areas: recruitment, retention and development. As a result, a consensus was reached on the main recommendations for a shared path forward that established Aboriginal leadership development, mentoring, and improving the dissemination and communication of best practices as key priorities. In line with these priorities, the Champions and Chairs Circle for Aboriginal Peoples hosted presentations on departmental initiatives such as the Aboriginal Leadership Development Initiative at Indigenous and Northern Affairs Canada and the Aboriginal Mentoring Pilot Project at National Defence, and provided opportunities for members of the Champions and Chairs Circle for Aboriginal Peoples to share best practices in employment equity.

Persons with Disabilities Champions and Chairs Committee

In the 2015 to 2016 fiscal year, the Persons with Disabilities Champions and Chairs Committee continued its contribution to the implementation of Blueprint 2020 by sharing and promoting best practices, exploring issues regarding mental health, and identifying potential tools for federal organizations. Committee members participated in and were consulted on issues and initiatives with respect to access to technology, such as mobile applications and devices available for persons with disabilities, and the inclusion of accessibility considerations when procuring goods, services and facilities. The Committee supported the celebration of the International Day for Persons with Disabilities by taking part in a national panel conference on December 3, 2015.



Visible Minorities Champions and Chairs Committee

In the 2015 to 2016 fiscal year, the Visible Minorities Champions and Chairs Committee identified two priorities for the next two years: fostering an inclusive and respectful workplace and encouraging career development. The objective of fostering an inclusive and respectful workplace is to promote an inclusive workplace culture that embraces diversity and is free of harassment and discrimination. The objective of encouraging career development is to examine ongoing issues concerning the lack of developmental opportunities and access to language training opportunities for members of visible minority groups.

Joint Employment Equity Committee

The Joint Employment Equity Committee provides a national forum that includes the Treasury Board of Canada Secretariat, the Public Service Commission of Canada, bargaining agents and departmental representatives. Other partners that have employment equity and diversity responsibilities or expertise, including youth representatives, may be invited to collaborate on the development, implementation and revision of policies and practices throughout the public service that may impact on designated groups under the Employment Equity Act.

The Joint Employment Equity Committee acts as the National Joint Council's vehicle for employment equity and diversity analysis, and provides the National Joint Council with input on employment equity and diversity, as well as advice and recommendations on emerging policies and practices in the federal public service.

During the 2015 to 2016 fiscal year, the Joint Employment Equity Committee spent time redefining its mandate. Under the redefined mandate, set to be released in the 2016 to 2017 fiscal year, the Committee will focus its work on establishing employment equity and diversity as a cultural cornerstone within the federal public service. The Committee also provided input into the Public Service Employee Survey and on a new direction in staffing, which is the Public Service Commission of Canada's revised Appointment Delegation and Accountability Instrument. It also diligently worked on developing an Employment Equity Flow Chart, which will map the lay of the land for employment equity in the federal public service.

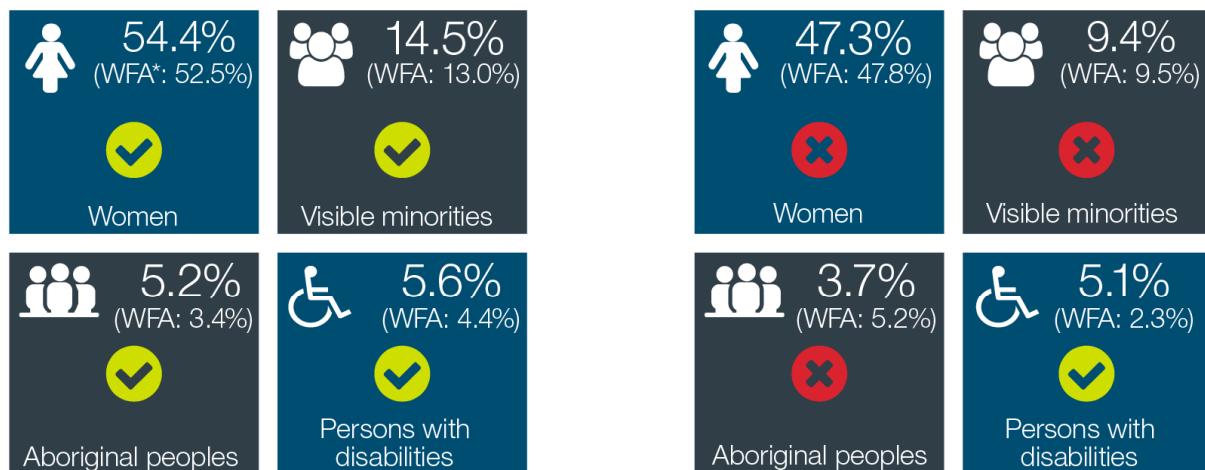
Results and analysis

As shown in Figure 1, as of March 31, 2016, all four employment equity groups exceeded workforce availability. This level of participation has occurred for the fourth year in a row. Although some gaps remain in executive positions for women, members of visible minorities and Aboriginal peoples, strategies to improve recruitment, development and retention in senior leadership programs are currently underway.



Figure 1 shows that overall, the public service is representative, but that a gap remains in executive positions for three of the groups.

Figure 1: portrait of the public service in the 2015 to 2016 fiscal year, overall and for the executive category



*WFA: workforce availability as of March 31, 2015, based on 2011 Census data.
Data in this figure represent the core public administration as of March 31, 2016.

Public service renewal

In the 2015 to 2016 fiscal year, 12,557 **new employees** joined the public service of Canada and 13,358 employees were promoted:

- ▶ three of the four designated groups showed an increase in hiring. The proportion of employees hired in the fourth group, persons with disabilities, decreased from 3.5% to 3.3%
- ▶ all designated groups showed an increase in promotions, the largest increase being among visibility minorities, who made up 15.7% of the employees promoted, up from 14.3%

Employees under 35

The representation of members of employment equity groups among **younger employees** (those under 35) differs from their representation in the public service as a whole:

- ▶ representation of women under 35 is 56.1%, which is higher than the representation of the designated group in the public service as a whole (54.4%)
- ▶ members of visible minorities under 35 account for 18.3% of all employees under 35, higher than the representation of the designated group in the public service (14.5%)

-
- ▶ representation of Aboriginal peoples under 35 is 4.4%, lower than the representation of Aboriginal peoples in the public service (5.2%)
 - ▶ representation of persons with disabilities under 35 is 2.6%, lower than the representation of the designated group in the public service (5.6%) of all employees

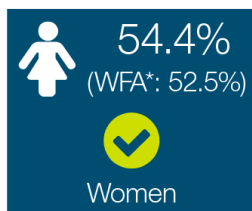
Highlights by employment equity group

Refer to Appendix A for detailed statistical tables. The technical notes in Appendix B provide further workforce¹ information on the data for persons in the designated groups, along with definitions of terms used in this report. Figures 2 to 5 show a snapshot of the status for each of the designated groups.

1. 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.



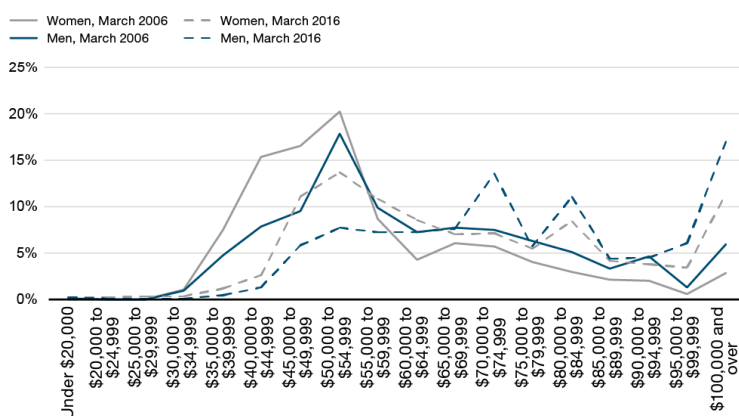
Figure 2: representation of women



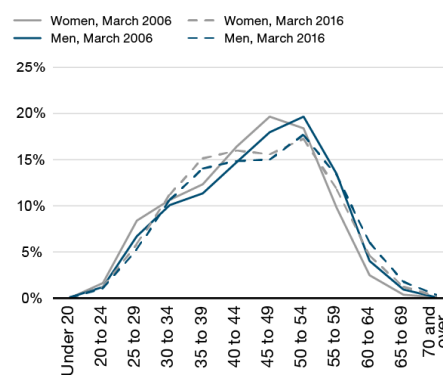
- On an aggregate level, representation surpasses WFA.
- When reviewing representation by occupational categories, there are gaps in:

- ✗ Executive
- ✗ Administrative support
- ✗ Technical
- ✗ Operational

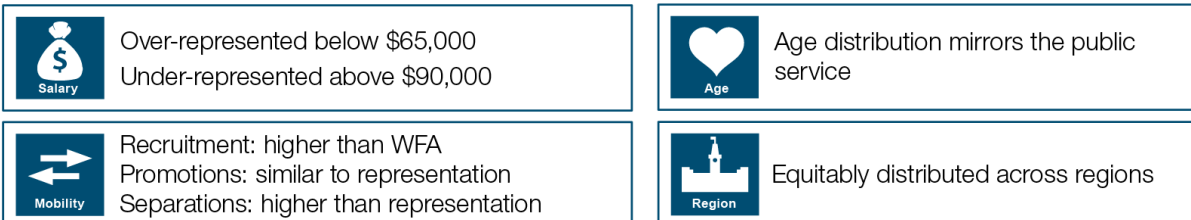
Salary distribution for women and men, March 2006 and March 2016



Age distribution of women and men, March 2006 and March 2016



Observations



*WFA: workforce availability as of March 31, 2015, based on 2011 Census data.
Data in this figure represent the core public administration as of March 31, 2016.

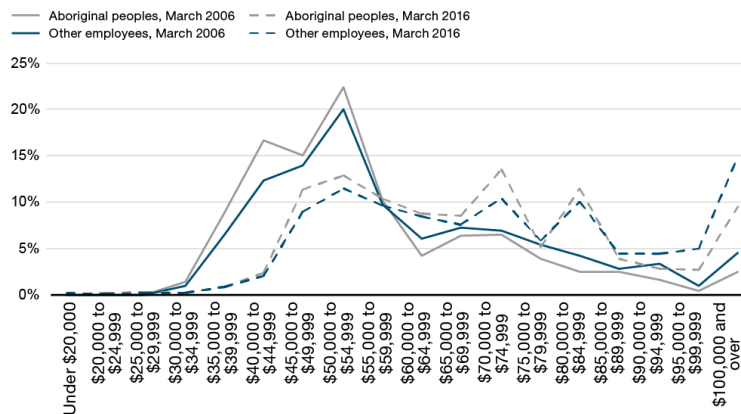
Figure 3: representation of Aboriginal peoples



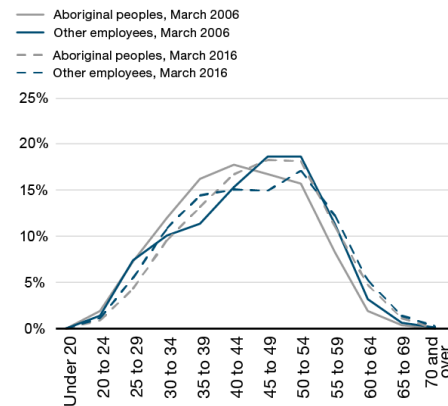
- On an aggregate level, representation surpasses WFA.
- When reviewing representation by occupational categories, there are gaps in:

✗ Executive

Salary distribution for Aboriginal peoples and other employees, March 2006 and March 2016



Age distribution of Aboriginal peoples and other employees, March 2006 and March 2016



Observations



Over-represented below \$75,000
Under-represented above \$85,000



Age distribution mirrors the public service



Recruitment: at WFA
Promotions: lower than representation
Separations: higher than representation



✗ Gaps in Northwest Territories and Nunavut

*WFA: workforce availability as of March 31, 2015, based on 2011 Census data.
Data in this figure represent the core public administration as of March 31, 2016.

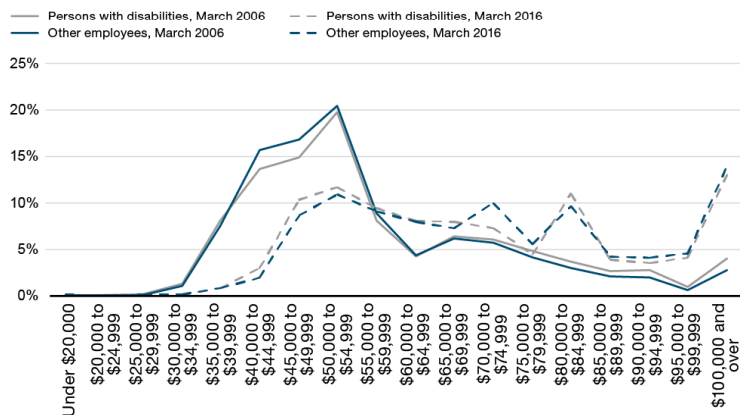


Figure 4: representation of persons with disabilities

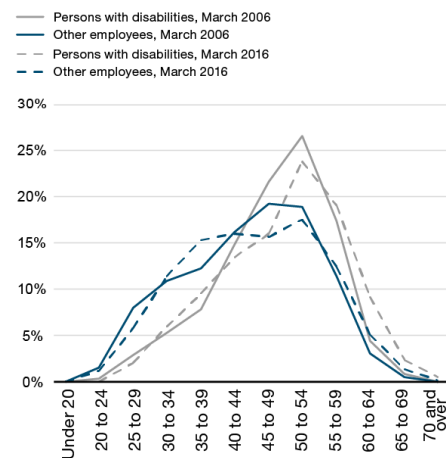


- On an aggregate level, representation surpasses WFA.
- When reviewing representation by occupational categories, there are gaps in:
 - ✗ Technical
 - ✗ Operational

Salary distribution for persons with disabilities and other employees, March 2006 and March 2016



Age distribution of persons with disabilities and other employees, March 2006 and March 2016



Observations

Salary levels are comparable with those of public servants who have not self-identified as persons with disabilities

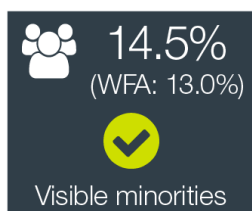
Recruitment: lower than WFA
Promotions: lower than representation
Separations: higher than representation

Age distribution mirrors the public service

Equitably distributed across regions

*WFA: workforce availability as of March 31, 2015, based on 2011 Census data.
Data in this figure represent the core public administration as of March 31, 2016.

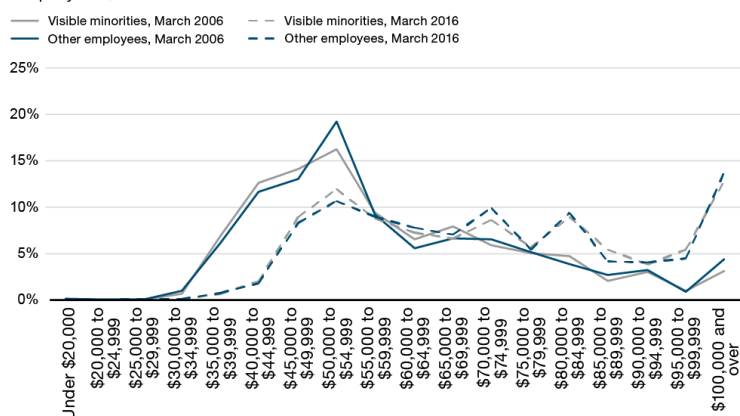
Figure 5: representation of members of visible minorities



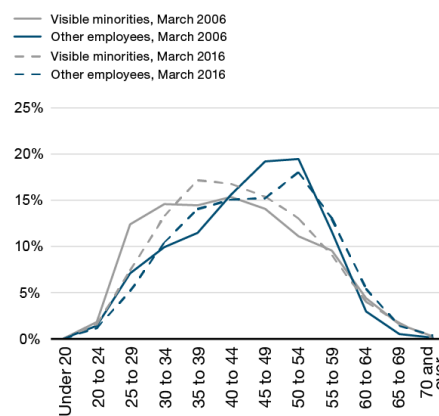
- On an aggregate level, representation surpasses WFA.
- When reviewing representation by occupational categories, there are gaps in:

- ✗ Executive
- ✗ Technical
- ✗ Scientific and professional
- ✗ Administrative support

Salary distribution for visible minorities and other employees, March 2006 and March 2016



Age distribution of visible minorities and other employees, March 2006 and March 2016



Observations



Salary levels are comparable with those of public servants who have not self-identified as members of visible minorities



Members of visible minorities tend to be younger than public servants who have not self-identified as members of visible minorities



Recruitment: at WFA
Promotions: similar to representation
Separations: lower than representation



Members of visible minorities are equitably distributed across regions

*WFA: workforce availability as of March 31, 2015, based on 2011 Census data.
Data in this figure represent the core public administration as of March 31, 2016.

Conclusion

Overall, employment equity representation levels in the public service have exceeded workforce availability for the fourth year in a row, but more can be done.

The Treasury Board of Canada Secretariat will continue to respond to barriers and develop strategies to improve the development and retention of members of the designated groups, as it has done through initiatives such as the Indigenous Youth Summer Employment Opportunity,



which provides Indigenous youth with access to public service jobs and support measures to improve retention.

Looking ahead, in order to build on our successes and move forward, employment equity analysis should go beyond general representation rates to uncover and address gaps in specific areas.

A focus on improving the integration of data from different sources, including information gathered from the annual assessment of management practices and performance in the public service and the Public Service Employee Survey, can provide a more comprehensive picture of employment equity in the public service and help identify further barriers to employment.

As we pursue objectives in employment equity, we also recognize that there is also a broader discussion taking place on diversity and inclusion. The decision to create a Joint Union/Management Task Force on Diversity and Inclusion was made in January 2016. This Task Force will:

- ▶ define diversity and inclusion in the public service
- ▶ establish the case for diversity and inclusion in the public service
- ▶ recommend a framework and action plan for diversity and inclusion in the public service

The Treasury Board of Canada Secretariat will continue to collaborate with partners to ensure that appropriate governance and resources are in place to provide support and guidance to federal organizations on matters related to the designated employment equity groups, to achieve an equitable and diverse workforce.

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 at March 31, 2016)

Department or agency	All employees		Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	%	Number	%	Number	%	Number	%	Number	%
National Defence [†]	21,575	8,566	39.7	726	3.4	1,375	6.4	1,702	7.9	
Employment and Social Development Canada	20,695	14,248	68.8	896	4.3	1,296	6.3	4,145	20.0	
Correctional Service Canada	16,856	7,988	47.4	1,687	10.0	949	5.6	1,635	9.7	
Canada Border Services Agency	13,423	6,522	48.6	482	3.6	564	4.2	2,098	15.6	
Public Services and Procurement Canada	11,158	6,522	58.5	382	3.4	685	6.1	1,479	13.3	
Fisheries and Oceans Canada [†]	9,061	3,368	37.2	422	4.7	472	5.2	542	6.0	
Health Canada	8,620	5,737	66.6	715	8.3	517	6.0	1,864	21.6	
Royal Canadian Mounted Police (Civilian Staff)	6,309	4,920	78.0	373	5.9	277	4.4	774	12.3	
Environment and Climate Change Canada	5,851	2,784	47.6	168	2.9	265	4.5	842	14.4	
Global Affairs Canada	5,456	3,013	55.2	234	4.3	216	4.0	1,044	19.1	
Immigration, Refugees and Citizenship Canada	5,418	3,582	66.1	204	3.8	264	4.9	1,353	25.0	
Statistics Canada	5,321	2,801	52.6	149	2.8	302	5.7	1,116	21.0	
Transport Canada	5,033	2,275	45.2	192	3.8	228	4.5	767	15.2	
Shared Services Canada	4,888	1,535	31.4	163	3.3	318	6.5	739	15.1	
Innovation, Science and Economic Development Canada	4,506	2,284	50.7	139	3.1	207	4.6	811	18.0	
Agriculture and Agri-Food Canada [§]	4,285	2,115	49.4	125	2.9	173	4.0	554	12.9	
Department of Justice Canada	4,285	2,933	68.4	162	3.8	261	6.1	755	17.6	
Indigenous and Northern Affairs Canada	4,025	2,590	64.3	1,206	30.0	250	6.2	502	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 indeterminate, terms of three months or more, and seasonal employees
 (as at March 31, 2016)

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	3,722		1,661	44.6	97	2.6	161	4.3	488	13.1
Veterans Affairs Canada	2,988		2,195	73.5	101	3.4	214	7.2	394	13.2
Public Health Agency of Canada	1,999		1,372	68.6	62	3.1	131	6.6	386	19.3
Treasury Board of Canada Secretariat	1,610		990	61.5	52	3.2	113	7.0	284	17.6
Canadian Heritage	1,589		1,059	66.6	67	4.2	75	4.7	187	11.8
Public Prosecution Service of Canada	956		641	67.1	60	6.3	56	5.9	121	12.7
Public Safety Canada	943		569	60.3	43	4.6	58	6.2	116	12.3
Library and Archives Canada	856		520	60.7	63	7.4	53	6.2	75	8.8
Immigration and Refugee Board of Canada	806		510	63.3	28	3.5	51	6.3	258	32.0
Department of Finance Canada	702		327	46.6	16	2.3	22	3.1	121	17.2
Public Service Commission of Canada	688		453	65.8	29	4.2	60	8.7	105	15.3
Privy Council Office	639		356	55.7	29	4.5	36	5.6	90	14.1
Courts Administration Service	598		386	64.5	21	3.5	34	5.7	96	16.1
Atlantic Canada Opportunities Agency	574		372	64.8	17	3.0	35	6.1	27	4.7
Canadian Space Agency	571		243	42.6	7	1.2	33	5.8	81	14.2
Canada School of Public Service	561		372	66.3	23	4.1	36	6.4	86	15.3
Elections Canada	499		255	51.1	19	3.8	38	7.6	81	16.2
Canadian Radio-television and Telecommunications Commission	417		226	54.2	16	3.8	18	4.3	59	14.1

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 indeterminate, terms of three months or more, and seasonal employees (as of March 31, 2016)

Department or agency	All employees		Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Canadian Grain Commission	390		172	44.1	24	6.2	21	5.4	76	19.5
Parole Board of Canada	366		296	80.9	21	5.7	19	5.2	41	11.2
Infrastructure Canada	315		178	56.5	10	3.2	13	4.1	51	16.2
Administrative Tribunals Support Service of Canada	302		201	66.6	8	2.6	13	4.3	28	9.3
Canada Economic Development for Quebec Regions	289		171	59.2	5	1.7	7	2.4	39	13.5
Western Economic Diversification Canada	265		155	58.5	15	5.7	18	6.8	53	20.0
Offices of the Information and Privacy Commissioners of Canada	227		139	61.2	11	4.8	9	4.0	26	11.5
Canadian Environmental Assessment Agency	218		157	72.0	16	7.3	9	4.1	22	10.1
Transportation Safety Board of Canada	206		64	31.1	*	*	5	2.4	19	9.2
Canadian Transportation Agency	199		120	60.3	*	*	13	6.5	25	12.6
Federal Economic Development Agency for Southern Ontario	187		121	64.7	*	*	19	10.2	45	24.1
Registrar of the Supreme Court of Canada	186		115	61.8	7	3.8	14	7.5	15	8.1
Canadian Human Rights Commission	177		121	68.4	10	5.6	34	19.2	30	16.9
Office of the Commissioner of Official Languages	150		100	66.7	5	3.3	10	6.7	13	8.7
Office of the Secretary to the Governor General	146		89	61.0	*	*	12	8.2	17	11.6
Status of Women Canada	81		68	84.0	*	*	7	8.6	7	8.6
Canadian Northern Economic Development Agency	71		41	57.7	18	25.4	5	7.0	9	12.7

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 indeterminate, terms of three months or more, and seasonal employees (as of March 31, 2016)

Department or agency	All employees		Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Patented Medicine Prices Review Board Canada	66	40	60.6	*	*	*	*	*	10	15.2
Canadian Dairy Commission	57	36	63.2	*	*	*	*	*	8	14.0
Civilian Review and Complaints Commission for the RCMP	56	33	58.9	*	*	*	*	*	6	10.7
Office of the Commissioner for Federal Judicial Affairs Canada	50	34	68.0	*	*	*	*	*	7	14.0
Military Grievances External Review Committee	34	21	61.8	*	*	*	*	*	*	*
International Joint Commission	27	12	44.4	*	*	*	*	*	*	*
Office of the Commissioner of Lobbying of Canada	24	11	45.8	*	*	*	*	*	*	*
Office of the Public Sector Integrity Commissioner of Canada	23	17	73.9	*	*	*	*	*	*	*
Military Police Complaints Commission of Canada	23	17	73.9	*	*	*	*	*	*	*
Canadian Intergovernmental Conference Secretariat	20	10	50.0	*	*	*	*	*	*	*
Farm Products Council of Canada	17	9	52.9	*	*	*	*	*	*	*
Copyright Board Canada	13	6	46.2	*	*	*	*	*	*	*
RCMP External Review Committee	6	2	33.3	*	*	*	*	*	*	*
Total	181,674	98,846	54.4	9,358	5.2	10,092	5.6	26,336	14.5	

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 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, 2016)

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	2,800	43.8	1,227	43.8	186	6.6	139	5.0	60	2.1
Prince Edward Island	1,461	63.1	922	63.1	37	2.5	100	6.8	36	2.5
Nova Scotia	8,046	44.3	3,564	44.3	437	5.4	585	7.3	490	6.1
New Brunswick	6,674	56.6	3,777	56.6	246	3.7	367	5.5	181	2.7
Quebec (without the NCR) [†]	20,193	52.2	10,547	52.2	426	2.1	668	3.3	2,214	11.0
NCR (Quebec) [†]	24,702	57.5	14,215	57.5	1,319	5.3	1,374	5.6	3,500	14.2
NCR (Ontario) [†]	54,844	55.7	30,550	55.7	1,831	3.3	3,147	5.7	9,149	16.7
NCR [‡]	79,546	56.3	44,765	56.3	3,150	4.0	4,521	5.7	12,649	15.9
Ontario (without the NCR) [†]	23,594	55.1	12,996	55.1	1,205	5.1	1,497	6.3	4,540	19.2
Manitoba	6,448	56.5	3,641	56.5	954	14.8	402	6.2	663	10.3
Saskatchewan	4,524	58.2	2,634	58.2	764	16.9	254	5.6	345	7.6
Alberta	9,503	56.6	5,377	56.6	762	8.0	580	6.1	1,308	13.8
British Columbia	15,957	49.2	7,848	49.2	930	5.8	837	5.2	3,452	21.6
Yukon	272	62.9	171	62.9	49	18.0	20	7.4	14	5.1
Northwest Territories	391	59.3	232	59.3	70	17.9	23	5.9	24	6.1
Nunavut	222	55.9	124	55.9	78	35.1	11	5.0	17	7.7
Outside Canada	1,431	46.9	671	46.9	32	2.2	51	3.6	260	18.2
Not available*	612	57.2	350	57.2	32	5.2	37	6.0	83	13.6
Total	181,674	54.4	98,846	54.4	9,358	5.2	10,092	5.6	26,336	14.5

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).

* A portion of the 2016 geographic data is not available due to changes in the central data systems.

Table 3**Distribution of public service of Canada employees by designated group and occupational group**

Financial Administration Act, Schedules I and IV indeterminate, terms of three months or more, and seasonal employees
(as at March 31, 2016)

Occupational group	All employees		Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Executives	5,302	47.3	2,506	47.3	196	3.7	270	5.1	500	9.4
EX (Executive)	5,001	46.6	2,328	46.6	188	3.8	248	5.0	481	9.6
LC (Law Management) [†]	301	59.1	178	59.1	8	2.7	22	7.3	19	6.3
Scientific and Professional	32,712	52.6	17,217	52.6	1,061	3.2	1,442	4.4	5,982	18.3
Administrative and Foreign Service	83,369	62.8	52,352	62.8	4,546	5.5	5,139	6.2	13,080	15.7
Technical	12,607	26.0	3,283	26.0	555	4.4	578	4.6	1,099	8.7
Administrative Support	19,002	78.4	14,907	78.4	1,280	6.7	1,409	7.4	3,062	16.1
Operational	28,650	29.9	8,566	29.9	1,719	6.0	1,250	4.4	2,610	9.1
Undetermined	32	46.9	15	46.9	*	*	*	*	*	*
Total	181,674	54.4	98,846	54.4	9,358	5.2	10,092	5.6	26,336	14.5

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 the 2011 to 2012 fiscal year.

* Information for small numbers is suppressed.



Table 4

Distribution of public service of Canada employees by designated group and salary range

Financial Administration Act, Schedules I and IV indeterminate, terms of three months or more, and seasonal employees
(as at March 31, 2016)

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
Under 5,000	52	0.0	19	36.5	*	*	*	*	5	9.6
5,000 to 9,999	116	0.1	41	35.3	*	*	*	*	5	4.3
10,000 to 14,999	69	0.0	48	69.6	*	*	8	11.6	11	15.9
15,000 to 19,999	178	0.1	128	71.9	*	*	7	3.9	21	11.8
20,000 to 24,999	252	0.1	197	78.2	23	9.1	14	5.6	37	14.7
25,000 to 29,999	363	0.2	302	83.2	26	7.2	23	6.3	67	18.5
30,000 to 34,999	399	0.2	326	81.7	20	5.0	22	5.5	62	15.5
35,000 to 39,999	1,552	0.9	1,168	75.3	74	4.8	85	5.5	183	11.8
40,000 to 44,999	3,690	2.0	2,588	70.1	215	5.8	304	8.2	573	15.5
45,000 to 49,999	15,742	8.7	10,952	69.6	1,007	6.4	1,050	6.7	2,402	15.3
50,000 to 54,999	19,863	10.9	13,498	68.0	1,141	5.7	1,183	6.0	3,216	16.2
55,000 to 59,999	16,689	9.2	10,725	64.3	926	5.5	951	5.7	2,348	14.1
60,000 to 64,999	14,533	8.0	8,511	58.6	777	5.3	818	5.6	1,947	13.4
										7.4

Table 4 (cont'd)

Distribution of public service of Canada employees by designated group and salary range

Financial Administration Act, Schedules I and IV indeterminate, terms of three months or more, and seasonal employees (as at March 31, 2016)

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	13,260	7.3	6,966	52.5	764	5.8	812	6.1	1,788	13.5
70,000 to 74,999	18,194	10.0	7,001	38.5	1,200	6.6	745	4.1	2,320	12.8
75,000 to 79,999	10,126	5.6	5,394	53.3	465	4.6	449	4.4	1,530	15.1
80,000 to 84,999	17,548	9.7	8,403	47.9	1,016	5.8	1,114	6.3	2,412	13.7
85,000 to 89,999	7,704	4.2	4,107	53.3	345	4.5	392	5.1	1,467	19.0
90,000 to 94,999	7,526	4.1	3,749	49.8	256	3.4	362	4.8	1,045	13.9
95,000 to 99,999	8,446	4.6	3,437	40.7	246	2.9	425	5.0	1,470	17.4
100,000 and over	25,372	14.0	11,286	44.5	849	3.3	1,324	5.2	3,427	13.5
Total	181,674	100.0	98,846	54.4	9,358	5.2	10,092	5.6	26,336	14.5
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, promotions into 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 indeterminate, terms of three months or more, and seasonal employees (April 1, 2015, to March 31, 2016)

Action type	All employees		Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	%	Number	%	Number	%	Number	%	Number	%
Hirings	12,557	57.9	7,273	57.9	502	4.0	410	3.3	2,175	17.3
Promotions	13,358	58.5	7,812	58.5	606	4.5	558	4.2	2,093	15.7
Separations	12,752	57.0	7,272	57.0	648	5.1	995	7.8	1,253	9.8

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.

"Hirings" refers to the number of staffing actions that added employees to the public service of Canada payroll between April 1, 2015, and March 31, 2016.

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, 2015, and March 31, 2016.

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 indeterminate, 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	% of EE [†] group
Under 20	50	0.0	21	42.0	*	*	*	*	*	*	*
20 to 24	2,158	1.2	1,264	58.6	81	3.8	*	*	404	18.7	1.5
25 to 29	10,094	5.6	5,752	57.0	417	4.1	211	2.1	1,950	19.3	7.4
30 to 34	19,842	10.9	10,997	55.4	911	4.6	598	3.0	3,521	17.7	13.4
35 to 39	26,531	14.6	14,961	56.4	1,257	4.7	946	3.6	4,535	17.1	17.2
40 to 44	28,059	15.4	15,794	56.3	1,596	5.7	1,325	4.7	4,437	15.8	16.8
45 to 49	27,855	15.3	15,409	55.3	1,739	6.2	1,576	5.7	4,054	14.6	15.4
50 to 54	31,653	17.4	17,072	53.9	1,725	5.4	2,337	7.4	3,437	10.9	13.1
55 to 59	22,645	12.5	11,634	51.4	1,056	4.7	1,877	8.3	2,376	10.5	9.0
60 to 64	9,583	5.3	4,579	47.8	451	4.7	906	9.5	1,071	11.2	4.1
65 to 69	2,638	1.5	1,145	43.4	110	4.2	246	9.3	446	16.9	1.7
70 and over	566	0.3	218	38.5	*	*	50	8.8	*	*	*
Total	181,674	100.0	98,846	54.4	9,358	5.2	10,092	5.6	26,336	14.5	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 7

Representation of public service of Canada employees by designated groups and fiscal year

Financial Administration Act, Schedules I and IV indeterminate, terms of three months or more, and seasonal employees

Public service representation	All employees		Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	%	Number	%	Number	%	Number	%	Number	%
As at March 31, 2016	181,674	54.4	98,846	54.4	9,358	5.2	10,092	5.6	26,336	14.5
As at March 31, 2015	180,681	54.3	98,051	54.3	9,232	5.1	10,204	5.6	24,849	13.8
As at March 31, 2014	181,356	54.1	98,078	54.1	9,239	5.1	10,390	5.7	23,919	13.2
As at March 31, 2013	188,342	54.2	102,124	54.2	9,491	5.0	10,871	5.8	23,812	12.6
As at March 31, 2012	198,793	54.6	108,620	54.6	9,785	4.9	11,418	5.7	23,978	12.1
As at March 31, 2011	202,631	54.8	111,051	54.8	9,486	4.7	11,388	5.6	22,998	11.3
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

Table 7 (cont'd)

Public service representation	All employees		Women		Aboriginal Peoples		Persons with Disabilities		Members of a Visible Minority Group	
	Number		Number	%	Number	%	Number	%	Number	%
As at March 31, 1998	179,831		90,801	50.5	4,770	2.7	6,943	3.9	9,260	5.1
As at March 31, 1997	186,378		92,281	49.5	4,551	2.4	6,227	3.3	8,690	4.7
As at March 31, 1996	201,009		96,794	48.2	4,665	2.3	6,291	3.1	8,981	4.5
As at March 31, 1995	217,784		103,191	47.4	4,783	2.2	6,935	3.2	8,914	4.1
As at March 31, 1994	224,640		105,621	47.0	4,492	2.0	6,623	2.9	8,566	3.8
As at March 31, 1993	221,114		102,015	46.1	4,441	2.0	6,755	3.1	8,462	3.8
Workforce availability										
2011 National Household Survey and the 2012 Canadian Survey on Disability				52.5		3.4		4.4		13.0
2006 Census and 2006 Participation and Activity Limitation Survey (PALS)				52.3		3.0		4.0		12.4
2001 Census and 2001 PALS				52.2		2.5		3.6		10.4
1996 Census and 1996 Health and Activity Limitation Survey (HALS)				48.7		1.7		4.8		8.7
1991 Census and 1991 HALS				47.3		2.6		4.8		9.0

* Revenue Canada became a separate employer, the 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 Employment Equity Regulations. The estimates of workforce availability (WFA) are based on information from the 2011 National Household Survey and the 2012 post-Census Canadian Survey on Disability. WFA estimates 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 member of a visible minority.



Appendix B: technical notes

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.

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 (for example, 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.

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. To view the employment equity reports of these organizations, readers can visit their websites or contact them directly.

Data notes on persons in designated groups

As required under the Employment Equity Act, annual reports to Parliament present information for the fiscal year beginning April 1 and ending March 31. 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 the 2011 to 2012 fiscal year, 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.

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 visible minorities.

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 visible minorities

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 (that is, 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.