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Employment Equity in the Public Service of Canada for the fiscal year 2016 to 2017: Statistical tables

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Employment Equity in the Public Service of Canada for the fiscal year 2016 to 2017: Statistical tables

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On this page

- [Table 1. Distribution of public service of Canada employees by designated group according to department or agency.](#)
- [Table 2. Distribution of public service of Canada employees by designated group and region of work](#)
- [Table 3. Distribution of public service of Canada employees by designated group and occupational group](#)
- [Table 4. Distribution of public service of Canada employees by designated group and salary range](#)
- [Table 5. Hirings and promotions into the public service of Canada by designated group and separations from the public service of Canada by designated group](#)
- [Table 6. Distribution of public service of Canada employees by designated group and age range](#)
- [Table 7. Representation of public service of Canada employees by designated groups and fiscal year](#)

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 3 months or more, and seasonal employees (as at March 31, 2017)

[illegible]

Department of Finance Canada	715	333	46.6	17	2.4	30	4.2	130	18.2
Privy Council Office	705	406	57.6	32	4.5	32	4.5	104	14.8
Courts Administration Service	601	402	66.9	20	3.3	32	5.3	103	17.1
Canadian Space Agency	569	238	41.8	9	1.6	33	5.8	91	16.0
Atlantic Canada Opportunities Agency	560	362	64.6	15	2.7	34	6.1	25	4.5
Canada School of Public Service	540	359	66.5	22	4.1	40	7.4	81	15.0
Elections Canada	531	276	52.0	19	3.6	34	6.4	78	14.7
Canadian Radio-television and Telecommunications Commission	435	235	54.0	18	4.1	14	3.2	64	14.7
Administrative Tribunals Support Service of Canada	425	274	64.5	8	1.9	25	5.9	54	12.7
Canadian Grain Commission	420	188	44.8	24	5.7	23	5.5	83	19.8
Parole Board of Canada	381	305	80.1	17	4.5	20	5.2	54	14.2
Canada Economic Development for Quebec Regions	298	176	59.1	-	-	8	2.7	46	15.4
Infrastructure Canada	289	164	56.7	12	4.2	11	3.8	50	17.3
Western Economic Diversification Canada	258	152	58.9	13	5.0	13	5.0	51	19.8
Canadian Environmental Assessment Agency	255	167	65.5	18	7.1	9	3.5	24	9.4
Offices of the Information and Privacy Commissioners of Canada	235	140	59.6	11	4.7	11	4.7	30	12.8
Transportation Safety Board of Canada	197	61	31.0	-	-	6	3.0	17	8.6
Registrar of the Supreme Court of Canada	196	121	61.7	8	4.1	13	6.6	16	8.2
Canadian Transportation Agency	190	116	61.1	5	2.6	13	6.8	26	13.7
Federal Economic Development Agency for Southern Ontario	188	115	61.2	-	-	18	9.6	40	21.3
Canadian Human Rights Commission	163	116	71.2	9	5.5	29	17.8	26	16.0
Office of the Commissioner of Official Languages	149	95	63.8	7	4.7	10	6.7	14	9.4
Office of the Governor General's Secretary	135	84	62.2	0	0.0	8	5.9	16	11.9
Status of Women Canada	83	74	89.2	-	-	6	7.2	13	15.7
Canadian Northern Economic Development Agency	72	42	58.3	18	25.0	-	-	9	12.5
Veterans Review and Appeal Board	71	54	76.1	-	-	7	9.9	-	-
Patented Medicine Prices Review Board Canada	67	39	58.2	-	-	-	-	10	14.9
Canadian Dairy Commission	57	33	57.9	-	-	0	0.0	8	14.0
Office of the Commissioner for Federal Judicial Affairs Canada	56	39	69.6	-	-	-	-	8	14.3
Civilian Review and Complaints Commission for the RCMP	55	30	54.5	-	-	5	9.1	6	10.9
Military Grievances External Review Committee	39	26	66.7	-	-	-	-	-	-
International Joint Commission	25	12	48.0	0	0.0	-	-	-	-
Office of the Commissioner of Lobbying of Canada	23	10	43.5	0	0.0	-	-	-	-
Military Police Complaints Commission of Canada	22	17	77.3	-	-	-	-	-	-
Office of the Public Sector Integrity Commissioner of Canada	22	15	68.2	-	-	-	-	0	0.0
Canadian Intergovernmental Conference Secretariat	20	8	40.0	-	-	0	0.0	-	-
Copyright Board Canada	12	-	-	0	0.0	0	0.0	-	-
RCMP External Review Committee	5	-	-	0	0.0	0	0.0	0	0.0
Total	185,484	101,136	54.5	9,726	5.2	10,259	5.5	28,058	15.1
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.									
<div>†</div> National Defence includes civilian staff only (data for members of the Canadian Armed Forces are not included because Treasury Board is not the employer).									
<div>‡</div> Fisheries and Oceans Canada data include data for the Canadian Coast Guard.									
<div>-</div> Information for small numbers has been 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 3 months or more, and seasonal employees (as at March 31, 2017)

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	2,925	1,314	44.9	199	6.8	159	5.4	65	2.2
Prince Edward Island	1,657	1,066	64.3	46	2.8	104	6.3	45	2.7
Nova Scotia	7,979	3,586	44.9	440	5.5	596	7.5	509	6.4
New Brunswick	6,908	3,913	56.6	258	3.7	375	5.4	198	2.9
Quebec (without the NCR) [†]	19,834	10,356	52.2	464	2.3	694	3.5	2,152	10.9
NCR (Quebec) [†]	25,792	14,768	57.3	1,365	5.3	1,418	5.5	3,827	14.8
NCR (Ontario) [†]	56,032	31,206	55.7	1,897	3.4	3,160	5.6	9,825	17.5
NCR	81,824	45,974	56.2	3,262	4.0	4,578	5.6	13,652	16.7
Ontario (without the NCR) [†]	23,798	13,146	55.2	1,213	5.1	1,483	6.2	4,872	20.5
Manitoba	6,432	3,654	56.8	970	15.1	399	6.2	680	10.6
Saskatchewan	4,598	2,716	59.1	771	16.8	253	5.5	387	8.4
Alberta	9,777	5,513	56.4	827	8.5	607	6.2	1,447	14.8
British Columbia	15,942	7,839	49.2	953	6.0	832	5.2	3,518	22.1
Yukon	271	178	65.7	46	17.0	22	8.1	13	4.8
Northwest Territories	396	244	61.6	65	16.4	18	4.5	27	6.8
Nunavut	229	128	55.9	91	39.7	12	5.2	22	9.6
Outside Canada	1,304	611	46.9	38	2.9	43	3.3	265	20.3
Not available [*]	1,610	898	55.8	83	5.2	84	5.2	206	12.8
Total	185,484	101,136	54.5	9,726	5.2	10,259	5.5	28,058	15.1
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.									
[*]	A portion of the 2017 geographic data is not available due to changes in the central data systems.								
[†]	"NCR" stands for National Capital Region and includes NCR (Quebec) and NCR (Ontario).								

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

Financial Administration Act, Schedules I and IV indeterminates, terms of 3 months or more, and seasonal employees (as at March 31, 2017)

Occupational group	All employees	Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	Number	%	Number	%	Number	%	Number	%
Executives	5,341	2,566	48.0	206	3.9	276	5.2	543	10.2
EX (Executive)	5,054	2,395	47.4	197	3.9	254	5.0	522	10.3
LC (Law Management) ‡	287	171	59.6	9	3.1	22	7.7	21	7.3
Scientific and Professional	33,779	17,728	52.5	1,091	3.2	1,448	4.3	6,318	18.7
Administrative and Foreign Service	86,032	54,086	62.9	4,722	5.5	5,332	6.2	14,263	16.6
Technical	12,682	3,372	26.6	596	4.7	570	4.5	1,142	9.0
Administrative Support	19,302	15,095	78.2	1,349	7.0	1,429	7.4	3,218	16.7
Operational	28,342	8,286	29.2	1,762	6.2	1,204	4.2	2,573	9.1
Undetermined	6	3	50.0	0	0.0	0	0.0	1	16.7
Total	185,484	101,136	54.5	9,726	5.2	10,259	5.5	28,058	15.1

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 to 2012 fiscal year.

Table 4. Distribution of public service of Canada employees by designated group and salary range

Financial Administration Act, Schedules I and IV indeterminates, terms of 3 months or more, and seasonal employees (as at March 31, 2017)

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	69	0.0	23	33.3	0.0	±	±	0.0	±	±	0.0	±	±	0.0
5,000 to 9,999	130	0.1	43	33.1	0.0	±	±	0.0	5	3.8	0.0	8	6.2	0.0
10,000 to 14,999	62	0.0	43	69.4	0.0	0	0.0	0.0	5	8.1	0.0	8	12.9	0.0
15,000 to 19,999	142	0.1	103	72.5	0.1	6	4.2	0.1	7	4.9	0.1	32	22.5	0.1
20,000 to 24,999	204	0.1	156	76.5	0.2	19	9.3	0.2	12	5.9	0.1	25	12.3	0.1
25,000 to 29,999	297	0.2	255	85.9	0.3	17	5.7	0.2	22	7.4	0.2	43	14.5	0.2
30,000 to 34,999	344	0.2	270	78.5	0.3	15	4.4	0.2	16	4.7	0.2	54	15.7	0.2
35,000 to 39,999	1,453	0.8	1,078	74.2	1.1	77	5.3	0.8	65	4.5	0.6	162	11.1	0.6
40,000 to 44,999	3,792	2.0	2,551	67.3	2.5	226	6.0	2.3	306	8.1	3.0	624	16.5	2.2
45,000 to 49,999	16,631	9.0	11,602	69.8	11.5	1,088	6.5	11.2	1,113	6.7	10.8	2,656	16.0	9.5
50,000 to 54,999	20,904	11.3	14,076	67.3	13.9	1,207	5.8	12.4	1,239	5.9	12.1	3,516	16.8	12.5
55,000 to 59,999	16,962	9.1	10,852	64.0	10.7	911	5.4	9.4	964	5.7	9.4	2,666	15.7	9.5
60,000 to 64,999	15,551	8.4	9,096	58.5	9.0	854	5.5	8.8	860	5.5	8.4	2,140	13.8	7.6
65,000 to 69,999	17,825	9.6	8,688	48.7	8.6	981	5.5	10.1	910	5.1	8.9	2,448	13.7	8.7
70,000 to 74,999	13,672	7.4	5,408	39.6	5.3	1,045	7.6	10.7	589	4.3	5.7	1,847	13.5	6.6
75,000 to 79,999	10,527	5.7	5,667	53.8	5.6	494	4.7	5.1	509	4.8	5.0	1,623	15.4	5.8
80,000 to 84,999	18,033	9.7	8,728	48.4	8.6	1,055	5.9	10.8	1,157	6.4	11.3	2,714	15.1	9.7
85,000 to 89,999	7,279	3.9	3,899	53.6	3.9	337	4.6	3.5	381	5.2	3.7	1,310	18.0	4.7
90,000 to 94,999	7,448	4.0	3,666	49.2	3.6	262	3.5	2.7	359	4.8	3.5	1,073	14.4	3.8
95,000 to 99,999	8,433	4.5	3,409	40.4	3.4	233	2.8	2.4	450	5.3	4.4	1,519	18.0	5.4
100,000 and over	25,726	13.9	11,523	44.8	11.4	893	3.5	9.2	1,288	5.0	12.6	3,587	13.9	12.8
Total	185,484	100.0	101,136	54.5	100.0	9,726	5.2	100.0	10,259	5.5	100.0	28,058	15.1	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 and 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 indeterminates, terms of 3 months or more, and seasonal employees
(April 1, 2016 to March 31, 2017)

Action type	All employees	Women		Aboriginal peoples		Persons with disabilities		Members of a visible minority group	
	Number	Number	%	Number	%	Number	%	Number	%
Hirings	16,081	9,281	57.7	703	4.4	603	3.7	2,875	17.9
Promotions	17,487	10,120	57.9	836	4.8	693	4.0	2,788	15.9
Separations	12,706	7,378	58.1	609	4.8	919	7.2	1,515	11.9

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 groups, and men are included in the total.

"Hirings" refers to employees who were added to the public service of Canada payroll between April 1, 2016, and March 31, 2017.

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, 2016, and March 31, 2017.

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

See the definitions of "hirings," "promotions" and "separations" under "Definitions" in [Appendix C](#).

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 3 months or more, and seasonal employees (as at March 31, 2017)

Age range	All employees		Women			Aboriginal peoples			Persons with disabilities			Members of a visible minorities group		
	Number	% of all employees	Number	% of age range	% of EE group ±	Number	% of age range	% of EE group ±	Number	% of age range	% of EE group ±	Number	% of age range	% of EE group ±
Under 20	72	0.0	18	25.0	0.0	*	*	*	*	*	*	*	*	0.0
20 to 24	2,807	1.5	1,692	60.3	1.7	114	4.1	1.2	54	1.9	0.5	577	20.6	2.1
25 to 29	10,944	5.9	6,325	57.8	6.3	462	4.2	4.8	235	2.1	2.3	2,253	20.6	8.0
30 to 34	19,616	10.6	10,834	55.2	10.7	910	4.6	9.4	619	3.2	6.0	3,562	18.2	12.7
35 to 39	26,833	14.5	15,155	56.5	15.0	1,292	4.8	13.3	951	3.5	9.3	4,683	17.5	16.7
40 to 44	29,028	15.6	16,337	56.3	16.2	1,617	5.6	16.6	1,350	4.7	13.2	4,740	16.3	16.9
45 to 49	28,556	15.4	15,881	55.6	15.7	1,811	6.3	18.6	1,633	5.7	15.9	4,296	15.0	15.3
50 to 54	31,142	16.8	16,794	53.9	16.6	1,760	5.7	18.1	2,283	7.3	22.3	3,681	11.8	13.1
55 to 59	23,128	12.5	11,879	51.4	11.7	1,150	5.0	11.8	1,902	8.2	18.5	2,489	10.8	8.9
60 to 64	10,022	5.4	4,834	48.2	4.8	493	4.9	5.1	923	9.2	9.0	1,197	11.9	4.3
65 to 69	2,705	1.5	1,155	42.7	1.1	99	3.7	1.0	248	9.2	2.4	457	16.9	1.6
Over 70	630	0.3	232	36.8	0.2	17	2.7	0.2	59	9.4	0.6	118	18.7	0.4
Not available	1	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	1	100.0	0.0
Total	185,484	100.0	101,136	54.5	100.0	9,726	5.2	100.0	10,259	5.5	100.0	28,058	15.1	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 1 and IV indeterminates, terms of 3 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, 2017	185,484	101,136	54.5	9,726	5.2	10,259	5.5	28,058	15.1
As at March 31, 2016	181,674	98,846	54.4	9,358	5.2	10,092	5.6	26,336	14.5
As at March 31, 2015	180,681	98,051	54.3	9,232	5.1	10,204	5.6	24,849	13.8
As at March 31, 2014	181,356	98,078	54.1	9,239	5.1	10,390	5.7	23,919	13.2
As at March 31, 2013	188,342	102,124	54.2	9,491	5.0	10,871	5.8	23,812	12.6
As at March 31, 2012	198,793	108,620	54.6	9,785	4.9	11,418	5.7	23,978	12.1
As at March 31, 2011	202,631	111,051	54.8	9,486	4.7	11,388	5.6	22,998	11.3
As at March 31, 2010	202,386	110,867	54.8	9,307	4.6	11,620	5.7	21,567	10.7
As at March 31, 2009	195,667	107,089	54.7	8,892	4.5	11,468	5.9	19,264	9.8
As at March 31, 2008	186,754	101,589	54.4	8,190	4.4	11,001	5.9	17,207	9.2
As at March 31, 2007	179,540	96,816	53.9	7,610	4.2	10,192	5.7	15,787	8.8
As at March 31, 2006	176,630	95,013	53.8	7,381	4.2	10,169	5.8	15,112	8.6
As at March 31, 2005	165,856	88,702	53.5	6,886	4.2	9,626	5.8	13,498	8.1
As at March 31, 2004	165,976	88,175	53.1	6,723	4.1	9,452	5.7	13,001	7.8
As at March 31, 2003	163,314	86,162	52.8	6,426	3.9	9,155	5.6	12,058	7.4
As at March 31, 2002	157,510	82,663	52.5	5,980	3.8	8,331	5.3	10,772	6.8
As at March 31, 2001	149,339	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	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	91,856	51.5	5,124	2.9	8,137	4.6	10,557	5.9
As at March 31, 1998	179,831	90,801	50.5	4,770	2.7	6,943	3.9	9,260	5.1
Workforce availability									
2011 National Household Survey and 2012 Canadian Survey on Disability	Not applicable	Not applicable	52.5	Not applicable	3.4	Not applicable	4.4	Not applicable	13.0
2006 Census and Participation and Activity Limitation Survey (PALS)	Not applicable	Not applicable	52.3	Not applicable	3.0	Not applicable	4.0	Not applicable	12.4
2001 Census and PALS	Not applicable	Not applicable	52.2	Not applicable	2.5	Not applicable	3.6	Not applicable	10.4
1996 Census and 1991 Health and Activity Limitation Survey (HALS)	Not applicable	Not applicable	48.7	Not applicable	1.7	Not applicable	4.8	Not applicable	8.7
1991 Census and HALS	Not applicable	Not applicable	47.3	Not applicable	2.6	Not applicable	4.8	Not applicable	9.0
Notes									
<p>The data in this and other tables in this report cover employees identified for the purpose of employment equity in the Regulations to the Employment Equity Act. The estimates of workforce availability are based on information from the 2011 Census of Canada and the 2012 post-Census Participation and Activity Limitation Survey (PALS). They include only Canadian citizens in those occupations in the Canadian workforce that correspond to occupations in the federal public service.</p> <p>Internal representation is based on those who have voluntarily chosen to self-identify to date as an Aboriginal person, a person with disability and/or a person in a visible minority group.</p>									
<p>Revenue Canada became a separate employer, the Canada Customs and Revenue Agency, on November 1, 1999.</p>									