



# APPOINTMENTS TO THE PUBLIC SERVICE BY EMPLOYMENT EQUITY DESIGNATED GROUP FOR 2014-2015

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## Introduction

This document provides an update to information on appointments to the public service by employment equity (EE) designated groups for 2014-2015. It also provides information on applicants to advertised processes by EE designated groups as well as information on EE appointments to the public service by sex and geographic area.



STATISTICAL UPDATE

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## Statistical tables

As illustrated in Table 1 below, in 2014-2015, three of the four designated groups were appointed to the public service at a rate exceeding that of their respective workforce availability. The exception is for persons with disabilities, who were appointed at a lower rate (3.5%) than that of their workforce availability (4.4%). This continues a trend that has been observed since 2012-2013. In 2014-2015, three of the four designated groups accounted for higher percentages of appointments to the public service than in 2013-2014. The exception is for the percentage of appointments of Aboriginal peoples, which was down to 3.8% in 2014-2015, from 4.6% in 2013-2014. For reference, Table 2 below presents the percentage of applicants by EE designated group, as reported in the PSC's Annual Report.

**Table 1:** Appointments to the public service to indeterminate positions and terms of three months and over, by employment equity designated group and fiscal year, compared to the 2011 workforce availability

Employment equity designated group	2011 workforce availability <sup>(a)</sup> %	2012-2013 %	2013-2014 %	2014-2015 %
Aboriginal peoples	3.4	4.9 <sup>(b)</sup>	4.6 <sup>(b)</sup>	3.8 <sup>(b)</sup>
Persons with disabilities	4.4	3.5 <sup>(b)</sup>	3.3 <sup>(b)</sup>	3.5 <sup>(b)</sup>
Members of visible minorities	13.0	14.7 <sup>(b)</sup>	16.0 <sup>(b)</sup>	16.1 <sup>(b)</sup>
Women	52.5	52.9 <sup>(c)</sup>	55.2 <sup>(c)</sup>	56.6 <sup>(c)</sup>

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

- (a) The 2011 workforce availability for the public service was provided by the TBS. The 2011 workforce availability data became available in 2015. This data is used by the Public Service Commission to compare with data on EE designated group applicants and appointments.
- (b) The figures for these three EE designated groups are extracted from the TBS EEDB where a match was found in the PSC hiring and staffing activities file covering the current fiscal year. These include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate agencies. Due to a change in methodology, figures published in fiscal years prior to 2012-2013 are not comparable.
- (c) The figures for women are extracted from PSC hiring and staffing activities files. These include appointments as a result of both advertised and non-advertised processes. They exclude appointments to separate agencies.

**Table 2: Applicants<sup>(a)</sup> to advertised processes, by employment equity designated group and fiscal year, compared to the 2011 workforce availability**

Employment equity designated group	2011 workforce availability <sup>(b)</sup> %	2012-2013 %	2013-2014 %	2014-2015 %
Aboriginal peoples	3.4	3.0	5.0	3.0
Persons with disabilities	4.4	2.6	2.4	2.2
Members of visible minorities	13.0	23.0	21.4	20.8
Women	52.5	N/A <sup>(c)</sup>	N/A <sup>(c)</sup>	N/A <sup>(c)</sup>

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

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

<sup>(b)</sup> The 2011 workforce availability for the public service was provided by the TBS. The 2011 workforce availability data became available in 2015. This data is used by the Public Service Commission to compare with data on EE designated group applicants and appointments.

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

**Note:** Table includes applicants whose latest application was to an external advertisement which included an indeterminate position and/or a term position of three months and over.

As illustrated in Table 3 below, women accounted for 66.8% of Aboriginal peoples appointed to the public service in 2014-2015, proportionately less than in 2013-2014. Women with disabilities and members of visible minorities accounted for an increased proportion of appointments compared to last fiscal year, at 55.6% and 56.3%, respectively.

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

Employment equity designated group	2012-2013		2013-2014		2014-2015	
	Women %	Men %	Women %	Men %	Women %	Men %
Aboriginal peoples	58.8	41.2	68.9	31.1	66.8	33.2
Persons with disabilities	47.7	52.3	52.7	47.3	55.6	44.4
Members of visible minorities	50.5	49.5	53.5	46.5	56.3	43.7

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

**Note:** The figures for these three EE designated groups are extracted from the TBS EEDB where a match was found in the PSC hiring and staffing activities file covering the current fiscal year. These include appointments as a result of both external advertised and non-advertised processes. Due to a change in methodology, figures published in fiscal years prior to 2012-2013 are not comparable.

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

Updated data on appointments to the public service by EE designated group and geographic area are below. For more information on the previous year's data, please see the PSC's 2013-2014 Annual Report – Table 40.

**Table 4: Appointments to the public service to indeterminate positions and terms of three months and over by employment equity designated group and geographic area<sup>(a)</sup>**

*April 1, 2014 to March 31, 2015*

Geographic area	Appointments to the public service by employment equity designated group								Total <sup>(d)</sup>	
	Aboriginal peoples <sup>(b)</sup>		Persons with disabilities <sup>(b)</sup>		Members of visible minorities <sup>(b)</sup>		Women <sup>(c)</sup>			
	No.	%	No.	%	No.	%	No.	%	No.	%
British Columbia	39	4.1	29	3.1	204	21.7	471	50.1	941	100.0
Alberta	44	5.1	23	2.7	151	17.6	499	58.1	859	100.0
Saskatchewan	52	10.4	16	3.2	60	12.0	270	53.8	502	100.0
Manitoba	54	11.1	18	3.7	50	10.3	291	59.9	486	100.0
Ontario (except NCR)	38	2.9	46	3.6	304	23.5	725	56.0	1 295	100.0
National Capital Region (NCR)	99	2.8	135	3.8	598	16.7	2 081	58.2	3 576	100.0
Quebec (except NCR)	14	1.2	20	1.8	186	16.5	632	56.1	1 127	100.0
New Brunswick	15	2.6	29	5.1	24	4.2	340	59.5	571	100.0
Nova Scotia	15	3.5	21	4.9	22	5.2	233	54.8	425	100.0
Prince Edward Island	*	*	*	*	*	*	26	61.9	42	100.0
Newfoundland and Labrador	*	*	5	4.8	3	2.9	47	45.2	104	100.0
Yukon	*	*	0	0.0	0	0.0	11	64.7	17	100.0
Northwest Territories	5	15.6	*	*	*	*	22	68.8	32	100.0
Nunavut	4	14.3	*	*	4	14.3	17	60.7	28	100.0
Outside Canada	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Total	385	3.8	347	3.5	1 610	16.1	5 665	56.6	10 006	100.0

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

- (a) This table presents the distribution of total appointments to the public service within a geographic area broken down by EE designated group.
- (b) The figures for these three EE designated groups are extracted from the TBS EEDB where a match was found in the PSC hiring and staffing activities file covering the current fiscal year. These include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate agencies. Due to a change in methodology, figures published in fiscal years prior to 2012-2013 are not comparable.
- (c) The figures for women are extracted from the PSC hiring and staffing activities files. These include appointments as a result of both external advertised and non-advertised processes.
- (d) The sum of EE designated groups does not equal the total as a person may self-identify in more than one EE designated group and men are included in the total.

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

The figures for this table exclude appointments to separate agencies.

