



**Table 3.2: distribution of public service of Canada employees by designated group and (outdated) occupational category**

The following table includes information (as of March 31, 2020) regarding indeterminates, terms of three months or more, and seasonal employees of organizations captured under the *Financial Administration Act*, Schedules I and IV (core public administration).

Occupational category (outdated)	All employees		Women		Indigenous peoples		Persons with disabilities		Members of visible minorities	
	Number	Number	%	Number	%	Number	%	Number	%	
Executives <sup>1</sup>	6,212	3,172	51.1	254	4.1	291	4.7	714	11.5	
EX (Executive)	5,895	2,970	50.4	244	4.1	278	4.7	681	11.6	
LC (Law Management)	317	202	63.7	10	3.2	13	4.1	33	10.4	
Scientific and Professional	41,355	22,342	54.0	1,378	3.3	1,765	4.3	8,816	21.3	
Administrative and Foreign Service	105,165	65,623	62.4	5,639	5.4	6,071	5.8	20,716	19.7	
Technical	13,640	3,733	27.4	631	4.6	523	3.8	1,354	9.9	
Administrative Support	18,794	14,427	76.8	1,201	6.4	1,323	7.0	3,610	19.2	
Operational	28,940	8,456	29.2	1,785	6.2	1,114	3.8	2,933	10.1	
Undetermined	14	7	50.0	0	0.0	0	0.0	2	14.3	
<b>Total</b>	<b>214,120</b>	<b>117,760</b>	<b>55.0</b>	<b>10,888</b>	<b>5.1</b>	<b>11,087</b>	<b>5.2</b>	<b>38,145</b>	<b>17.8</b>	

**Notes**

The source of the representation data is the Treasury Board of Canada Secretariat Employment Equity Data Bank, which is populated with self-identification information provided by employees.

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.

<sup>1</sup> The LC (Law Management) group has been included as part of the Executive group since the 2011–12 fiscal year.



**Table 3.1: distribution of public service of Canada employees by designated group and occupational groups in force**

The following table includes information (as of March 31, 2020) regarding indeterminates, terms of three months or more, and seasonal employees of organizations captured under the *Financial Administration Act*, Schedules I and IV (core public administration).

Occupational group	All employees	Women		Men		Indigenous peoples		Persons with disabilities		Members of visible minorities	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%
AI: Air Traffic Control	10	*	*	*	*	0	0.0	0	0.0	0	0.0
AO: Aircraft Operations	382	40	10.5	342	89.5	11	2.9	*	*	10	2.6
AU: Auditing	152	76	50.0	76	50.0	*	*	*	*	42	27.6
AV: Commerce and Purchasing	6,200	3,229	52.1	2,968	47.9	251	4.0	329	5.3	1,118	18.0
CX: Correctional Services	7,092	2,014	28.4	5,075	71.6	808	11.4	268	3.8	809	11.4
EB: Education and Library Science	1,085	743	68.5	342	31.5	129	11.9	45	4.1	144	13.3
EC: Economics and Social Science Services	18,134	10,562	58.2	7,567	41.7	661	3.6	953	5.3	4,195	23.1
EL: Electronics	1,082	71	6.6	1,009	93.3	34	3.1	45	4.2	111	10.3
EX: Executive	5,895	2,970	50.4	2,925	49.6	244	4.1	278	4.7	681	11.6
FB: Border Services	9,673	3,932	40.6	5,741	59.4	372	3.8	330	3.4	1,509	15.6
FI: Financial Management	5,286	3,010	56.9	2,272	43.0	161	3.0	178	3.4	1,703	32.2
FS: Foreign Service	1,866	1,021	54.7	845	45.3	76	4.1	67	3.6	388	20.8
HM: Human Resources Management	4,379	3,518	80.3	861	19.7	213	4.9	303	6.9	781	17.8
IT: Information Technology	16,195	3,732	23.0	12,456	76.9	505	3.1	954	5.9	3,701	22.9
LC: Law Management	317	202	63.7	115	36.3	10	3.2	13	4.1	33	10.4
LP: Law Practitioner	3,026	1,767	58.4	1,253	41.4	125	4.1	177	5.8	525	17.3
NR: Architecture, Engineering and Land Survey	3,999	975	24.4	3,023	75.6	73	1.8	122	3.1	940	23.5
PA: Program and Administrative Services	89,149	64,881	72.8	24,210	27.2	5,626	6.3	5,541	6.2	16,576	18.6
PM-MCO: Negotiation, Mediation and Conciliation Officer	41	20	48.8	21	51.2	*	*	*	*	*	*
PO: Police Operations Support	415	298	71.8	115	27.7	15	3.6	*	*	47	11.3
PR: Non-Supervisory Printing Services	4	*	*	*	*	*	*	0	0.0	0	0.0
RE: Research	2,699	899	33.3	1,800	66.7	33	1.2	64	2.4	572	21.2

**Table 2: distribution of public service of Canada employees by designated group and region of work**

The following table includes information (as of March 31, 2020) regarding indeterminates, terms of three months or more, and seasonal employees of organizations captured under the *Financial Administration Act*, Schedules I and IV (core public administration).

Region of work	All employees	Women		Indigenous peoples		Persons with disabilities		Members of visible minorities	
	Number	Number	%	Number	%	Number	%	Number	%
Newfoundland and Labrador	3,493	1,669	47.8	245	7.0	174	5.0	81	2.3
Prince Edward Island	2,046	1,295	63.3	50	2.4	124	6.1	73	3.6
Nova Scotia	8,874	4,130	46.5	502	5.7	621	7.0	566	6.4
New Brunswick	8,574	5,011	58.4	304	3.5	395	4.6	300	3.5
Quebec (without the NCR) <sup>1</sup>	22,129	11,657	52.7	551	2.5	744	3.4	2,975	13.4
NCR (Quebec) <sup>1</sup>	29,205	16,752	57.4	1,473	5.0	1,537	5.3	5,429	18.6
NCR (Ontario) <sup>1</sup>	69,291	38,565	55.7	2,420	3.5	3,713	5.4	14,295	20.6
NCR <sup>1</sup>	98,496	55,317	56.2	3,893	4.0	5,250	5.3	19,724	20.0
Ontario (without the NCR) <sup>1</sup>	25,781	14,403	55.9	1,235	4.8	1,482	5.7	6,092	23.6
Manitoba	6,966	4,011	57.6	990	14.2	398	5.7	917	13.2
Saskatchewan	4,793	2,911	60.7	854	17.8	240	5.0	420	8.8
Alberta	10,573	5,982	56.6	834	7.9	612	5.8	1,877	17.8
British Columbia	17,640	8,747	49.6	1,053	6.0	828	4.7	4,286	24.3
Yukon	326	204	62.6	51	15.6	22	6.7	28	8.6
Northwest Territories	411	253	61.6	69	16.8	21	5.1	36	8.8
Nunavut	252	156	61.9	113	44.8	10	4.0	29	11.5
Outside Canada	1,439	729	50.7	49	3.4	40	2.8	298	20.7
Not available <sup>2</sup>	2,327	1,285	55.2	95	4.1	126	5.4	443	19.0
<b>Total</b>	<b>214,120</b>	<b>117,760</b>	<b>55.0</b>	<b>10,888</b>	<b>5.1</b>	<b>11,087</b>	<b>5.2</b>	<b>38,145</b>	<b>17.8</b>

#### Notes

The source of the representation data is the Treasury Board of Canada Secretariat Employment Equity Data Bank, which is populated with self-identification information provided by employees.

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.

Representation by region is provided for information to support data reporting, although workforce availability is provided only at the national, aggregate level for the public service of Canada.

<sup>1</sup> NCR stands for National Capital Region and includes NCR Quebec and NCR Ontario.

<sup>2</sup> A portion of the geographic data is not available due to changes in the central data systems.





**Table 5: hirings into, promotions within and separations from the public service of Canada by designated group**

The following table includes information (as of March 31, 2020) regarding indeterminate, terms of three months or more, and seasonal employees of organizations captured under the *Financial Administration Act*, Schedules I and IV (core public administration).

Action type	All employees		Women		Indigenous peoples		Persons with disabilities		Members of visible minorities	
	Number		Number	%	Number	%	Number	%	Number	%
Hirings	24,901		14,505	58.3	988	4.0	977	3.9	5,302	21.3
Promotions	27,211		16,628	61.1	1,332	4.9	1,133	4.2	5,405	19.9
Separations	13,043		7,459	57.2	697	5.3	931	7.1	1,371	10.5

**Notes**

The source of the representation data is the Treasury Board of Canada Secretariat Employment Equity Data Bank, which is populated with self-identification information provided by employees.

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

"Hirings" refers to employees who were added to the public service of Canada payroll between April 1, 2019, and March 31, 2020.

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, 2019, and March 31, 2020.

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