



Employment Statistics for the Federal Public Service

April 1, 1999, to March 31, 2000

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Employment Statistics for the Federal Public Service

Preface

The Treasury Board of Canada Secretariat's *Employment Statistics for the Federal Public Service April 1, 1999 – March 31, 2000*, provides workforce data by employment type, gender, occupational category, region, department and age. This year's report offers a glimpse of employment trends over the last few years, as well as a prospective outlook on what we can expect in the near future.

Since 1999, public service renewal has been on the agenda of many federal departments and agencies. A number of initiatives have been launched in this respect, such as the following:

- adoption of performance management measures;
- increased focus on human resources planning, with emphasis on identifying and addressing retention and recruitment problems;
- exploration of other forms of partnerships such as employee takeovers;
- expansion of issues covered by the National Joint Council and the Joint Career Transition Committee;
- pension reform;
- development of a new employment classification structure; and
- interest-based bargaining.

The importance of human resources planning

The human resources planning issue is particularly relevant to this employment statistics report, since our demographic analyses of the public service workforce have shown for some time now that the baby boomers will soon begin to retire in large numbers.

Indeed, global trends in demographics combined with successive periods of federal government downsizing, hiring freezes, and an important shift in the occupational makeup of the Public Service have caused the federal workforce to become rapidly concentrated in the 45 to 54 age band.

The share of employees aged between 45 to 54 has been increasing steadily for some years now, reaching over 40 per cent in the Year 2000. The rise in the share of federal public service employees in this age band serves as a leading indicator of future retirements a few years down the road. Moreover, our employment projections indicate that the number of public servants aged 55 or more may almost double over the next 10 years. Given that employees aged 55 or more use, on average, approximately 50 per cent more sick leave than employees in all other age bands, this phenomenon will likely result in increased sick leave usage and

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higher health-care costs, which further emphasizes the need to make human resources planning a priority issue.

The rate at which employees leave the Public Service currently stands at around 3.7 per cent, equivalent to the historical levels recorded during the early 1990s before the introduction of Program Review. However, this rate is expected to rise by approximately 80 per cent within the next seven to 10 years, and senior level employees will be the most affected. Thus, a sustained recruitment effort will be required to stabilize public service employment.

Recent employment trends and the impact of the transfer of Revenue Canada to separate agency status

By the end of fiscal year 1998–99, public service employment¹ had reached an historic low of 186,314, with the issue of workload emerging as an important concern across the federal government. Over the 1999–2000 fiscal year, the creation of two new separate agencies significantly reduced the size of the Treasury Board (TB) universe² of employment.

Parks Canada was created in April 1999, which involved the transfer of approximately 3,900 employees from Canadian Heritage. By far the most significant devolution occurred in November 1999 when Revenue Canada left the TB universe of employment to become a separate agency known as the Canada Customs and Revenue Agency (CCRA), resulting in the transfer of approximately 40,000 employees.

The creation of the CCRA brought about a one-time 21 per cent reduction in the overall size of the TB universe. Because almost all Audit Group employees and approximately 57 per cent of all Program Administration group employees of the Public Service worked at Revenue Canada, the occupational composition of the core Public Service was markedly affected.

However, if we factor out the transfer of Revenue Canada to separate agency status by excluding it from the historical data, the size of the Public Service actually increased by almost 3,800 employees or 2.6 per cent over the 1999–2000 fiscal year. This is the first employment increase in the last seven years and was intended, in part, to relieve some of the workload pressures exerted on existing public servants. This is in contrast with the 23 per cent employment reduction that occurred between April 1, 1993, and March 31, 1999.

Canada has enjoyed a period of continued population growth set against the backdrop of an increasingly complex labour force dynamic, despite a consistent public service employment decline during six of the past seven years. These factors are contributing to a greater demand with respect to the variety of services government can offer and the speed at which it can deliver them.

¹ We are specifically referring to all federal Public Service employees working in departments and agencies listed under Schedule I, Part I of the *Public Service Staff Relations Act* (PSSRA). Most of these employees are appointed under the *Public Service Employment Act* administered by the Public Service Commission of Canada.

² Ibid.

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The declining share of federal government employment accounted for by the Treasury Board universe of public servants

With the transfer of Revenue Canada to separate agency status, the share of federal government employment represented by the TB universe of public servants has shrunk to well under 50 per cent.

Note that separate agencies such as the recently created Canada Customs and Revenue Agency fall outside of Schedule I, Part I of the *Public Service Staff Relations Act* (PSSRA). The latter refers to the legal text that gives the Treasury Board the authority to exercise its capacity as general manager and employer of the federal Public Service. Although separate agencies nevertheless abide by certain Treasury Board personnel policies and regulations, the Treasury Board is **not** deemed to be the employer for these organizations.

These developments have reduced the scope of reporting government-wide trends in the areas of employment and compensation. This points to a need to examine our information requirements concerning human resources in the larger federal public sector. This work is expected to begin early in the new year.

Note

Detailed information on official languages and employment equity will be included in the President of the Treasury Board's annual reports to Parliament, both of which will be tabled before March 31, 2001. Therefore, this document will not include statistics on employment reductions according to official languages and employment equity-designated groups.

SECTION I — Employment Trends in the Federal Public Service

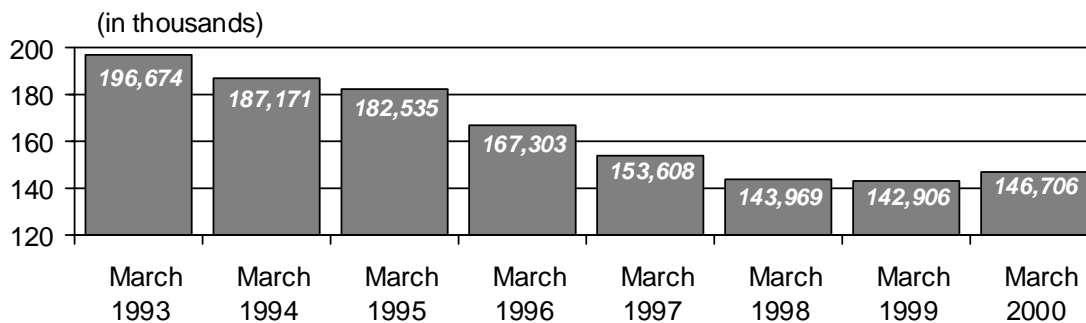
SECTION I — Employment Trends in the Federal Public Service

A. Introduction

The Canada Customs and Revenue Agency (CCRA), a separate agency for which the Treasury Board is not the employer, was created in November 1999. This new, separate agency, formerly known as Revenue Canada, is excluded from the employment statistics provided in this report except for Table 1 in Section II. With the removal of the CCRA from the list of departments and agencies in Schedule I, Part I of the PSSRA, the number of employees in the federal Public Service fell by about 40,000 in fiscal 1999–2000.

The following pages review the major changes that have occurred in the composition of the federal public service workforce in recent years. For purposes of comparison, however, Revenue Canada (now the CCRA) has been excluded from the historical data. Here is an overview of the main trends:

- The size of the federal Public Service shrank by about 40,000 employees when Revenue Canada became a separate agency at the end of November 1999. For ease of comparison, if we exclude Revenue Canada from the workforce represented by the Treasury Board, the workforce would have increased by 3,738 employees (2.6 per cent).
- The proportion of employees in the federal Public Service who hold positions in the Executive, Scientific and Professional, or Administrative and Foreign Service categories is still on the rise. Eight of the 10 occupational groups whose numbers have grown the most over the past five years belong to one of these three categories.
- The proportion of federal public service jobs held by women has been rising for more than 15 years and has surpassed the proportion of men about two years ago.
- The percentage of employees holding indeterminate positions who fall in the age band 45 to 54 has continued to increase and represented about 42 per cent of the total federal public service workforce as at March 31, 2000. The high concentration of employees in this age group will have repercussions on the number of separations from the federal Public Service five to 10 years from now. Over the next 10 years, the proportion of employees age 55 and over is also expected to increase by at least 75 per cent.
- Although the proportion of term and casual employees has fluctuated over the past 15 years, in March 2000 it reached its highest level in at least 10 years.
- The proportion of federal employees who hold positions in the Executive, Scientific and Professional, or Administrative and Foreign Service categories is appreciably higher in the National Capital Region than elsewhere in the country.

Employment Statistics for the Federal Public Service
B. Total number of employees**Total number of employees in the federal Public Service**

NOTE: These data exclude Revenue Canada.

From March 1993 to March 2000, the federal Public Service (excluding Revenue Canada) shrank by a total of about 50,000 employees (25.4 per cent). Over the past fiscal year, however, the federal Public Service grew by 3,783 employees, or 2.6 per cent (still excluding Revenue Canada from the historical data). This is the first time in seven years that the number of federal public servants, including all jurisdictions, has increased.

Since its creation in November 1999, the Canada Customs and Revenue Agency has not been included in the list of federal departments and agencies in Schedule I, Part I of the PSSRA. Thus the workforce governed by this act decreased by some 40,000 employees in fiscal 1999–2000.

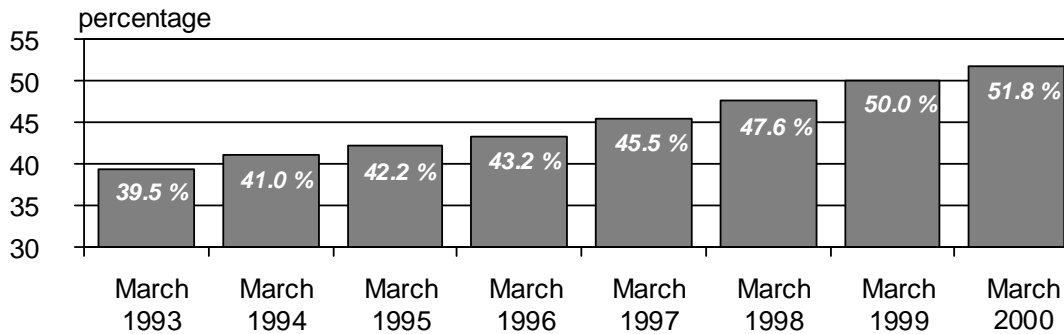
Note

A “decrease in the workforce” means a decrease in the **net size** of the Public Service (the amount by which the number of separations exceeds the number of entries).

These statistics do not include data on reductions in the number of uniformed members of the Royal Canadian Mounted Police or the regular Canadian Forces, or in the number of employees of Crown corporations. These statistics will appear in the annual report on Crown corporations that will be submitted to Parliament during fiscal 2000–01.

C. Changes in employment by occupational category

Employees holding positions in the Executive, Scientific and Professional, or Administrative and Foreign Service categories



NOTE: These data exclude Revenue Canada.

The occupational mix of the federal Public Service is undergoing major changes, with a growing percentage of employees holding scientific, technical, and professional jobs that require high levels of skill and education. Factors that have contributed to this change in the employment mix include increased automation of office work, changes in federal areas of activity, and devolutions and privatizations of federal departments and agencies.

As at March 31, 2000, 52 per cent of federal public servants held positions in the Executive, Scientific and Professional, or Administrative and Foreign Service categories, compared with 40 per cent in March 1993.

The proportion of new indeterminate positions that falls into these categories also continues to increase. These categories accounted for about half of all new indeterminate appointments in 1999–2000, compared with one third in 1992–93. These proportions are slightly lower when Revenue Canada is excluded, because of the large number of program administration officers (Administrative and Foreign Service category) who used to work there. The upward trends, however, are still the same.

There are some significant regional disparities in the growth and occupational mix of the federal workforce. For details, see Section I-I, “Regional disparities in distribution and occupational composition of federal workforce.”

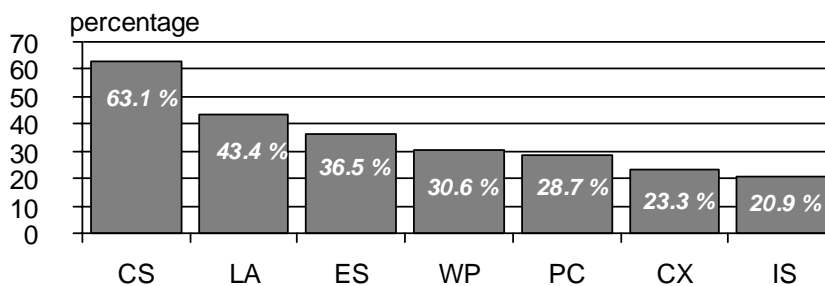
Employment Statistics for the Federal Public Service

D. Large increase in number of employees in certain occupational groups

Among those occupational groups that had more than 500 employees as at March 31, 2000, the ones that grew the most (20 per cent or more) between March 31, 1993 and March 31, 2000, were as follows: Computer Systems Administration (CS); Law (LA); Economics, Sociology and Statistics (ES); Welfare Programs (WP); Physical Sciences (PC); Correctional Services (CX); and Information Services (IS). These seven groups accounted for approximately 17 per cent of the total federal public service workforce as at March 31, 2000, compared with 9 per cent as at March 31, 1993.

Growth in number of employees over seven years

March 31, 1993 – March 31, 2000



NOTE: These data exclude Revenue Canada.

In fiscal 1999–2000, there were six occupational groups in which employment grew by at least 10 per cent. They were as follows: Information Services (IS); Economics, Sociology and Statistics (ES); Law (LA); Commerce (CO); Physical Sciences (PC); and Technical Inspection (TI). Five of these six groups belong to the Executive, Scientific and Professional, or Administrative and Foreign Service category.

Over 62 per cent of the occupational groups in the federal Public Service recorded employment gains in fiscal 1999–2000, compared with 42 per cent in the preceding fiscal year. These statistics exclude the following two new occupational groups that were created between April 1, 1999, and March 31, 2000: Career Assignment (CA) and Temporary Civilian Employees (TE).

Note

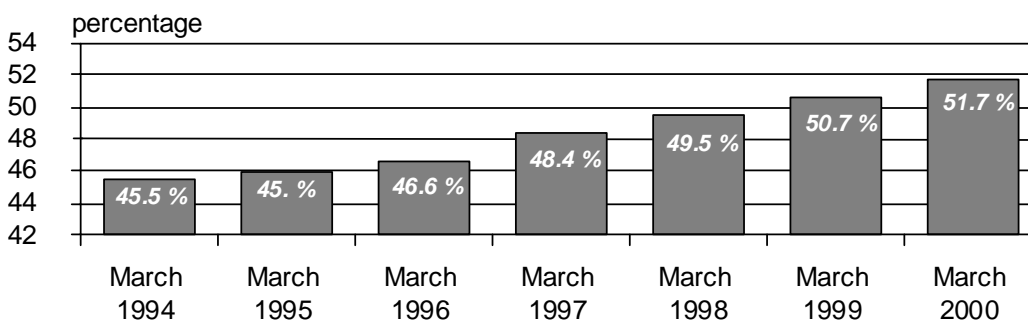
Please also note that starting next fiscal year, a new occupational classification structure will be used to explain employment trends in the federal Public Service. Appendix 2 of this report lists the new occupational categories and groups that will be used starting with the next fiscal year.

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E. Women in the federal Public Service

The proportion of women in the federal Public Service has been on the rise for at least 20 years. It grew from 50.7 per cent in March 1999 to 51.7 per cent in March 2000. Excluding Revenue Canada, the female workforce grew by 4.7 per cent in fiscal 1999–2000, from 72,480 employees in March 1999 to 75,836 in March 2000, while the male workforce grew by scarcely 0.6 per cent in 1999–2000. At the end of fiscal 1999–2000, there were 4,984 fewer men than women in the federal Public Service. Compare this with five years ago (March 1995), when there were 15,000 more men than women, excluding Revenue Canada.

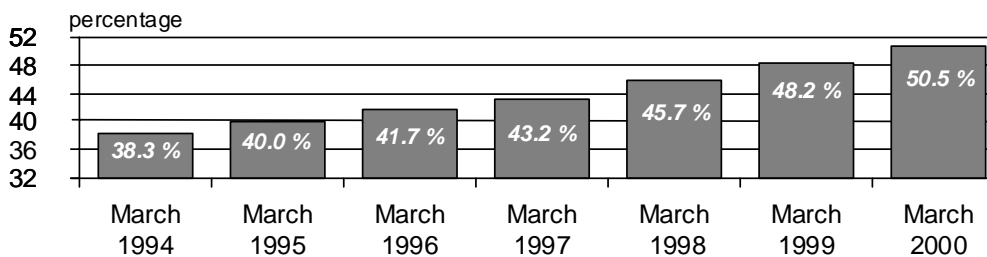
Percentage of women in the federal Public Service



NOTE: These data exclude Revenue Canada.

The percentage of female public servants who work in the Executive, Scientific and Professional, or Administrative and Foreign Service categories has been rising since the 1980s. Today these categories account for more than half of the women working in the federal Public Service.

Percentage of women working in the Executive, Scientific and Professional, or Administrative and Foreign Service categories



NOTE: These data exclude Revenue Canada.

Women hold a proportionally smaller number of administrative support jobs than they used to, partly because each year an average of about 2.5 per cent of the women in such positions are appointed to positions in the Scientific and Professional or Administrative and Foreign Service categories.

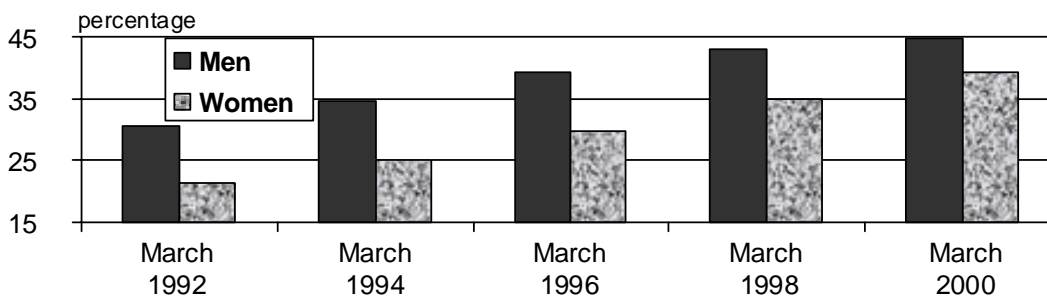
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F. Increase in the percentage of employees age 45 to 54

Demographic trends and six consecutive years of downsizing in the workforce have resulted in a rapid concentration of public servants in the 45 to 54-year age band. The number of employees in this age band now suggests the number of separations that can be expected in five to ten years. Another explanation for the growing number of employees in this age group is that the proportion of newly hired employees who are age 35 or over has been on the rise for several years.

In March 2000, of the total number of indeterminate employees in the federal Public Service, the proportion aged 45 to 54 was over 42 per cent. Since 1989, their proportion in the workforce has doubled.

Percentage of employees age 45 to 54



NOTE: These data exclude Revenue Canada. These data include only indeterminate and seasonal employees.

According to our forecasting models, the proportion of employees age 55 and over will increase by at least 75 per cent over the coming 10 years. For this reason, separation rates are expected to increase gradually over the years, then reach a plateau at levels comparable to those recorded in the last two years of Program Review (1997–98 and 1998–99).

Separation rates for men will be higher than for women. In fact, over the past five years, the number of men who left the federal Public Service was 63 per cent higher than the number of women. This difference is expected to grow in the short term. Indeed, as at March 31, 2000, 5.6 per cent of male public servants were eligible for immediate retirement with no actuarial penalty, compared with 2.0 per cent of female public servants.

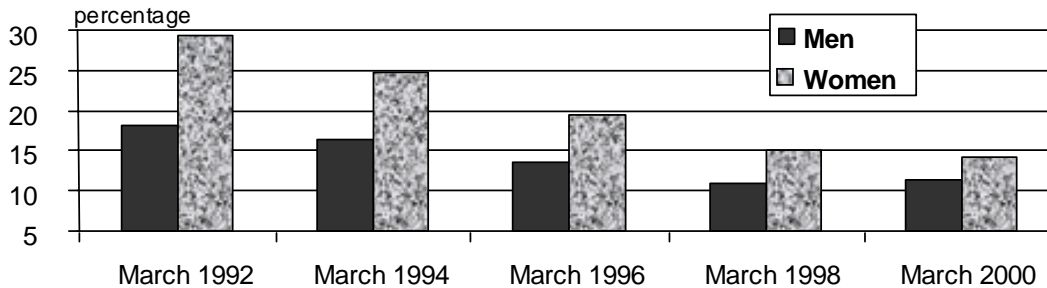
At the same time, more women than men are being recruited into indeterminate positions in the federal Public Service. Over the past five years, 18 per cent more women than men have been hired into indeterminate positions, and over the past fiscal year the figure was 35 per cent.

Much of the growth in the proportion of indeterminate employees age 45 to 54 has been at the expense of indeterminate employees below age 35. The proportion of federal public servants in this latter age group has dwindled considerably over the years—from 23 per cent as at March 31, 1992 to only 12.8 per cent of the total workforce as at March 31, 2000.

Employment Statistics for the Federal Public Service

It should be noted that the difference in the age distributions for male and female federal public servants is decreasing gradually over the years.

Percentage of employees less than 35 years old



NOTE: These data exclude Revenue Canada. These data include only indeterminate and seasonal employees.

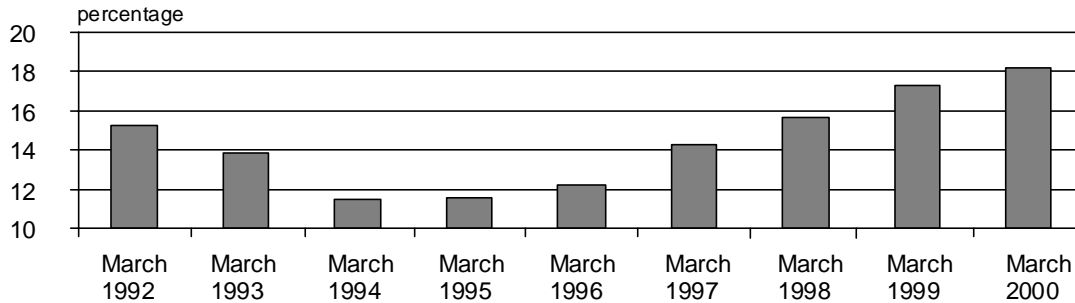
These same trends have been observed among provincial government employees. But the percentage of employees age 45 to 54 is generally higher in the federal Public Service. This presents a considerable challenge to policy officers, because these public servants normally will start to retire five to 10 years from now.

Separation rates will be higher among employees in the upper ranks of the federal Public Service, because these employees are generally older and have more seniority. For example, as at March 31, 2000, 53 per cent of indeterminate employees in the Executive group were age 50 or older, compared with 27 per cent of all public servants in the other occupational groups.

Employment Statistics for the Federal Public Service

G. Use of term and casual employees on the rise

Percentage of casual and term employees since 1992



NOTE: These data exclude Revenue Canada.

Since 1995, the proportion of term and casual employees has also been on the rise, thus giving departments and agencies more flexibility in their operations. As was noted last year, the number of employees assigned to defined, long-term, time-limited projects is on the rise.

As at March 31, 2000, the category of term and casual employees accounted for more than 18 per cent of the total federal public service workforce, and this figure could exceed 20 per cent by the end of fiscal 2001–02 if the trend of the past five years continues.

There is a marked difference between the genders in the percentages of employees in term and casual positions. As at March 31, 2000, the proportion of male employees in term and casual positions was less than 15 per cent, compared with close to 22 per cent of female employees.

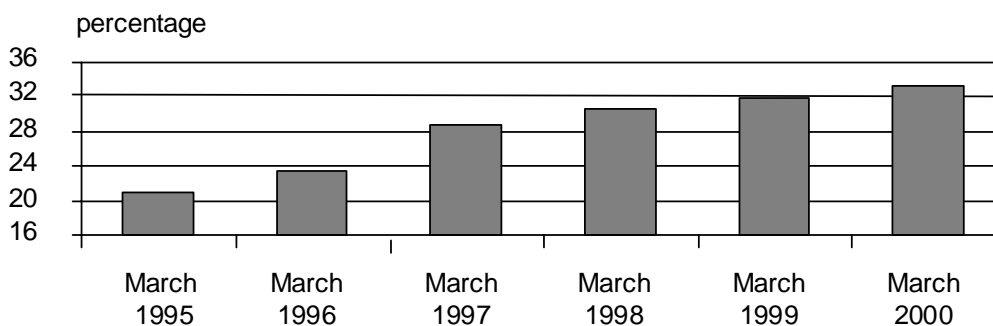
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H. Change in distribution of the federal workforce by department

Over the period April 1, 1995, to March 31, 2000, the federal Public Service (excluding Revenue Canada) saw its workforce decrease by 20 per cent. Yet the number of employees in some departments grew over this same period, either through internal restructuring or through the appointment of new employees.

Of those departments and agencies that had 500 employees or more as at March 31, 2000, there were 10 whose workforce grew by at least 10 per cent over the five years from April 1, 1995, to March 31, 2000. These were as follows: Fisheries and Oceans Canada, the Department of Justice Canada, the Royal Canadian Mounted Police (civilian employees), the Treasury Board of Canada Secretariat, Correctional Service Canada, Health Canada, the Privy Council Office, Statistics Canada, the Department of Finance Canada, and Indian and Northern Affairs Canada. The workforce of these 10 departments **has grown by a total of 26 per cent** over the past five fiscal years, while the federal Public Service as a whole (excluding Revenue Canada) has seen a **20 per cent decline in employment** over the same period. Moreover, 33 per cent of federal public servants (excluding Revenue Canada) worked for these 10 departments as at March 31, 2000, compared to 21 per cent as at April 1, 1995.

Percentage of all public servants in the ten fastest-growing departments and agencies



The departmental restructurings that have arisen out of the federal government's efforts to target the changing needs of Canadians have had a considerable effect on the distribution of federal public servants over the last few years.

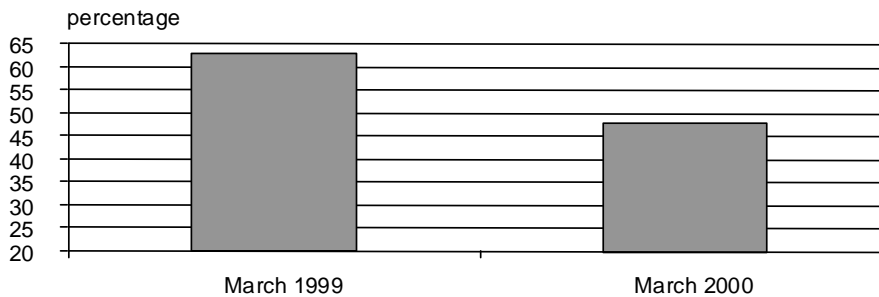
From April 1, 1999, to March 31, 2000, the number of employees increased in 43 of the 65 federal departments and agencies (excluding Revenue Canada).

It should also be noted that Revenue Canada became a separate agency in fall 1999 and that, as a result, the federal public service workforce for which the Treasury Board is the employer immediately lost about 40,000 employees (or 22 per cent).

Employment Statistics for the Federal Public Service

Following the creation of the Canada Customs and Revenue Agency from Revenue Canada, the percentage³ of federal public servants who work in the departments and agencies listed in Schedule I, Part I of the PSSRA fell considerably, from 62.6 per cent as at April 1, 1999, to 48.2 per cent as at March 31, 2000.

Percentage of federal public servants for whom Treasury Board is the employer



The mechanisms that the Committee of Senior Officials uses to obtain an overview of the federal workforce as a whole will need to be reviewed in the near future. This review is especially important and falls within the framework of the analysis of recruitment and retention issues.

³ This percentage is based on the total number of employees of the federal government, which includes employees of separate agencies, members of the Canadian Forces and the Royal Canadian Mounted Police, students, persons appointed by the Governor in Council, the staff of ministers' offices, census takers, investigators, federal judges, deputy ministers, and the staff of various smaller agencies and federal commissions that are not subject to the PSSRA. The only employees excluded from the calculation of this percentage are employees of Crown corporations and members of the Canadian Forces Reserve.

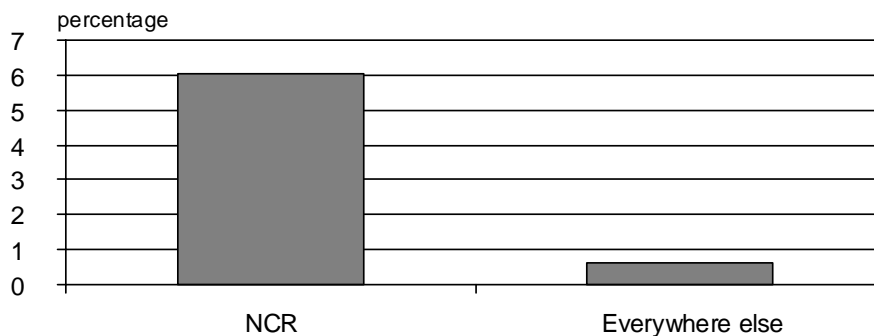
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I. Regional disparities in distribution and occupational composition of the federal workforce

Over the past fiscal year, the number of federal public servants working in the National Capital Region (NCR), excluding Revenue Canada employees, has increased by over 3,200, or 6 per cent. In all other regions combined, the federal Public Service has grown only marginally over the same period, by about 500 employees, or 0.6 per cent.

Change in the number of employees

April 1, 1999 – March 31, 2000

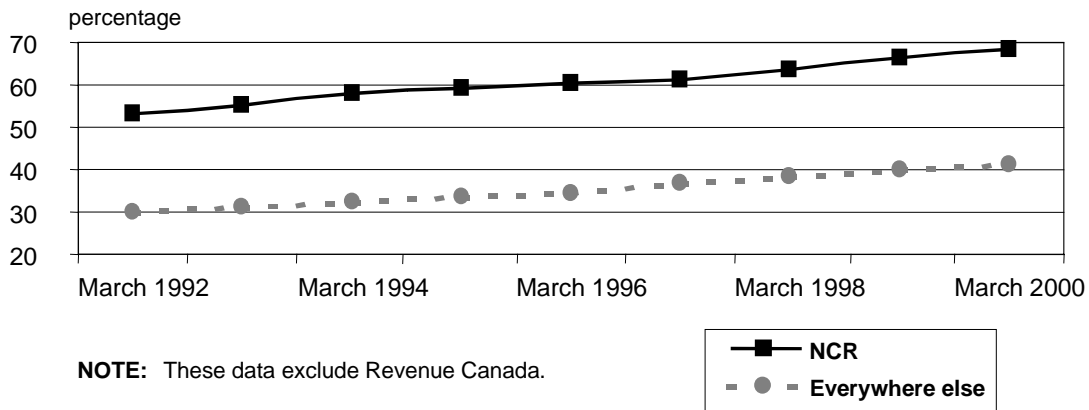


NOTE: These data exclude Revenue Canada.

Employment Statistics for the Federal Public Service

The general trends with respect to changes in the occupational composition of the workforce are similar from region to region. But the relative proportions of employment by occupational category in the NCR differ appreciably from those in the other regions. As at March 31, 2000, more than 67 per cent of all federal public servants in the National Capital Region worked in the Executive, Scientific and Professional, or Administrative and Foreign Service category. In all the other regions, the percentage of federal public servants working in one or the other of these three occupational categories as at that date was 48 per cent.

Percentage of employees working in the Executive, Scientific and Professional, and Administrative and Foreign Service categories



**SECTION II — General Employment Picture
for 1999–2000**

SECTION II — General Employment Picture for 1999–2000

A. Introduction

The Treasury Board, in its capacity as the general manager and employer of the federal Public Service, collects data, compiles statistics and performs numerous analyses of public service employment. The Treasury Board is the employer for federal public service employees in departments and agencies listed under Schedule I, Part I of the PSSRA. Most of these employees are appointed under the *Public Service Employment Act* administered by the Public Service Commission of Canada, a neutral body that oversees the application of the merit principle.

Accordingly, the statistics in this document are based on these federal public service employees. These statistics do not include employees working for organizations subject to Schedule I, Part II of the PSSRA, nor those employed by other parts of the Canadian government such as the Bank of Canada and the House of Commons. Also excluded from these statistics are students, Governor in Council appointees, ministerial staff, enumerators, interviewers, federal judges and deputy ministers, as well as members of the Canadian Forces and of the Royal Canadian Mounted Police.

The *Public Service Reform Act*, effective since June 1993, changed the definition of employment types. (See Definitions and Sources on page 22 as well as the notes below Table 1 of this section of the report.)

When examining employment statistics, it sometimes helps to distinguish between full-time and part-time employees. We use the expression Full-time Equivalent (FTE) to mean the equivalent of one person working full-time at a specific point during the year. This means that two part-time employees, each working half the regularly scheduled weekly hours of work, amount to one FTE. This measure of labour is reported in Table 1 of this section of the report.

Although all the statistics in this section reflect the state of the federal public service workforce as at the end of March 2000, the accompanying tables also offer figures as at March 31 of the previous year for comparison purposes. Nine of the 10 tables shown in Section II exclude Revenue Canada employment statistics in their March 1999 totals, so as to allow ready comparisons of employment trends with March 2000 data. Only Table 1 of this section depicts the March 1999 employment levels both with and without Revenue Canada.

B. Highlights

1. Size of the Public Service

By the end of March 2000, the number of federal public service employees was 146,689. This represents a significant decrease of 39,625 employees or 21.3 per cent from the March 1999 totals. This large reduction is owed to the creation of two separate agencies over the course of the 1999–2000 fiscal year. These two new separate agencies are the result of a transfer of existing federal organizations—either in whole or in part—involving approximately 40,000 employees from Revenue Canada and 3,900 employees from Canadian Heritage to the new agencies respectively known as the Canada Customs and Revenue Agency (CCRA) and Parks Canada. If Revenue Canada employees were excluded a year earlier (as at the end of March 1999) from our historical workforce statistics, public service employment would have actually risen by 3,783 employees (or 2.6 per cent) between March 1999 and March 2000. Thus, ignoring the creation of the CCRA, it is the first time over the last seven fiscal years that there has been an increase in public service employment.

Disregarding the transfer of public servants to the CCRA and Parks Canada, the 1999–2000 fiscal year is in many ways a confirmation of trends that began emerging in 1998–99. Unlike the downsizing period between March 1993 and March 1998, a majority of federal departments and agencies (43 out of 65) have recorded employment gains over the 1999–2000 fiscal year. However, certain federal departments and agencies did experience employment reductions over the 1999–2000 fiscal year. The only large federal department that recorded a significant reduction of employees in 1999–2000 was Canadian Heritage, with a decline of close to 3,000 employees (68 per cent of its workforce), almost entirely due to the transfer of employees to the recently created Parks Canada. Transport Canada also experienced a decline in its overall employment levels, though a much more modest one, with a reduction of 155 employees (3.5 per cent) over the same period. Employment losses, however, were largely outpaced by employment gains this past fiscal year.

Of the 65 federal government departments and agencies for which the Treasury Board was the employer as at the end of March 2000, 43 saw their employment levels rise over the 1999–2000 fiscal year.

Of the 28 federal departments and agencies with 500 or more employees as at the end of March 2000, five recorded employment gains of at least 10 per cent over the 1999–2000 fiscal year. These were, ranked in accordance with last year's percentage growth, the Treasury Board of Canada Secretariat, the Royal Canadian Mounted Police (civilian staff), the Department of Justice Canada, the Department of Finance Canada, and Agriculture and Agri-Food Canada. Employment growth in these federal departments and agencies is explained below.

Employment Statistics for the Federal Public Service

- The Treasury Board of Canada Secretariat, with 25 per cent employment growth in 1999–2000. Several new initiatives are responsible for the increase. They include the Employment Equity program's Breaking Barriers Project examining values and the ethical conduct of employees, the remaining work to be done under the Year 2000 Initiative and related projects, as well as the development and launching of the new Financial Information Strategy. The latter is a new program designed to help departments and agencies develop their own accounting systems. There have also been increased efforts to complete the Universal Classification System (UCS).
- The Royal Canadian Mounted Police (RCMP civilian staff), with a 21-per-cent increase in employment in 1999–2000. The bulk of the increases is largely attributable to the administrative transfer of an existing set of RCMP employees. For pay administration reasons, these employees now fall under the Temporary Civilian Employees category (the new TE group), shown as RCMP civilian employees. Previously, they were included with the staff members of the RCMP and therefore excluded from the Treasury Board universe of employees.
- The Department of Justice Canada, with a 14-per-cent employment increase in 1999–2000. The increasing complexity of legal services and demand for them, coupled with the department's broad policy agenda, have fuelled increases in the employee population.
- The Department of Finance Canada, with a 14-per-cent employment increase in 1999–2000. Policy development and structural changes to the tax system, development and implementation of the new financial services sector framework, as well as an increase in Canada's international involvement in G-7 and G-20 financial accords and summits account for the majority of last year's employment gains.
- Agriculture and Agri-Food Canada, with a 10-per-cent employment increase in 1999–2000. Well over half of the employment gains (mostly seasonal employment) were in support of the Net Income Stabilization Account (NISA), designed to help producers achieve long-term farm income stability. The NISA provides producers the opportunity to deposit money annually into a special account where matching government contributions are made. In lower income years, producers can then make withdrawals from the funds accumulated in this account.

2. Women in the Public Service

Disregarding the creation of CCRA, the number of women employed in the Public Service increased by more than 3,350 employees (4.7 per cent) over the 1999–2000 fiscal year, compared to a modest increase of 427 (0.6 per cent) in the number of men. Consequently, the share of public service jobs held by women continues to rise, reaching 51.7 per cent as at March 31, 2000.

Moreover, a growing percentage of women (now more than half) work in the Executive, Scientific and Professional, or the Administrative and Foreign Service categories. This percentage has been increasing since at least the 1980s.

Employment Statistics for the Federal Public Service

3. Occupational mix

Between April 1, 1999, and March 31, 2000, approximately 62 per cent of all occupations saw their numbers grow. During that period there were six occupational groups with 500 or more employees that recorded an employment gain of over 10 per cent. The Information Services (IS) group registered the greatest increase in 1999–2000, with over 17 per cent employment growth. The remaining occupational groups with over 10-per-cent employment growth include the Economics, Sociology and Statistics (ES) group, the Law (LA) group, the Commerce (CO) group, the Physical Sciences (PC) group and the Technical Inspection (TI) group. These six occupations alone accounted for just over 39 per cent of all public service employment increases recorded over the last fiscal year.

As much as 45 per cent of the total increase in the number of IS, ES, LA, CO, PC and TI group employees is due to employee mobility across federal public service occupations. Almost all the remaining employment gains in these six groups are owed to external recruitment and the appointment of term employees to indeterminate positions.

For instance, approximately 70 per cent of employment gains recorded within the Commerce (CO) group in fiscal year 1999–2000 were due to the reclassification of employees from other occupations. Over half of these reclassifications involved employees who previously belonged to the Programme Administration (PM) group.

Please note that, as of next year, this annual report will show the occupational distribution of public service employment according to the new classification system officially accepted less than a year ago. This new breakdown of public service occupations is depicted in Appendix 2 of this report.

4. Distribution by type of employment

The percentage share of term and casual employees⁴ increased for a sixth consecutive year, reaching beyond 18 per cent of total public service employment by the end of March 2000. The overall number of term and casual employees has been rising since 1996. The percentage of women working as term and casual employees in the Public Service remains significantly higher than that of men. As of March 2000, 22 per cent of all female public servants were working as term or casual employees, versus 15 per cent of all men.

Part-time indeterminate employment also increased, by a total of 227 employees (6.8 per cent) over the course of the 1999–2000 fiscal year. The overall share of part-time indeterminate employment has remained relatively stable at around 2.4 per cent since March 1995. At the beginning of the 1990s, approximately 92 per cent of all part-time indeterminate (PTI) employees were women. Little change has taken place since then (in fact, a very modest decline). By March 2000, just over 90 per cent of all PTI employees were women.

⁴ See definitions on page 20.

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On March 31, 2000, over half (51 per cent) of all indeterminate and seasonal jobs were held by women, compared to 45 per cent back in March 1995. This percentage has been rising steadily at least since the beginning of the 1990s.

Overall, term and casual employment increased in numbers for the fourth year in a row. In 1999–2000, half of the increase in the number of term and casual employees was attributable to the Administrative and Foreign Service category, where term and casual employment rose by more than 1,000. Almost 45 per cent of the overall increase in the number of term and casual employees that occurred over the 1999–2000 fiscal year took place in the Administrative Services (AS) group, the Programme Administration (PM) group, the Computer Systems Administration (CS) group and the Information Services (IS) group.

5. Age distribution

The percentage of indeterminate and seasonal employees under the age of 35 appears to be stabilizing. Excluding Revenue Canada from our historical data, this figure stood at 12.8 per cent on March 31, 2000, compared with 12.7 per cent in March 1999 and 12.9 per cent in March 1998. This may signal the beginning of a shift in the age distribution of public service employment. We expect the start of a gradual decline in the large share of public servants aged 45 to 54, combined with a steady increase in the percentage of public service employees aged 55 and over.

6. Regions

In 1999–2000, public service employment increased in seven of the 10 provinces. However, most of the 1999–2000 public service employment increase occurred in the National Capital Region (NCR), where the number of public servants rose by more than 3,200 (6.0 per cent). Apart from the NCR, the most significant gains were recorded in Manitoba and New Brunswick, with increases of 252 employees (4.5 per cent) and 184 employees (3.5 per cent) respectively. Elsewhere in Canada, annual public service employment reductions were relatively modest, ranging from 2.2 per cent for employees working in Newfoundland to 2.6 per cent for those working in Alberta.

C. Definitions and Sources

Employment types

Employment types are determined by the length of the employment period and by the number of hours worked weekly. The following definitions describe each employment type referred to in this document.

- **Indeterminate employment** indicates the status of people appointed to the Public Service whose tenure in the position is of an unspecified duration. These people are commonly referred to as “permanent” public service employees.
- **Specified period employment (term)** indicates the status of people appointed to the Public Service for a fixed period of time, with a clearly stated termination date. These people cease to be employees when that period expires. This status is commonly referred to as “term employment” and the employees as “terms.”

Term employees fall into the following two categories:

short term—appointed for less than three months; and
long term—appointed for three months or more.

- **Casual employment** indicates the status of people appointed under section 21.02 of the *Public Service Employment Act* for a specified period of no more than 90 days by any one department. That department may extend the employment period up to a maximum of 125 days within a 12-month period. This extension cap does not apply if another department rehires that person.
- **Full-time employees** are those who work the full number of scheduled hours of work for their occupational group, normally as defined in their collective agreement. These employees may be either indeterminate or term.
- **Part-time employees** are those who work anything less than the full number of scheduled hours of work for their occupational group, normally as defined in their collective agreement. These employees may be either indeterminate or term.
- **Seasonal employees** are those appointed to work for a portion of the year (i.e. a season) each year.

Departments and agencies that fall under Treasury Board jurisdiction

On March 31, 2000, the Pay System identified employees working in 65 different federal government departments and agencies listed under Schedule I, Part I of the PSSRA, which grants the Treasury Board authority as a federal public service employer. These federal departments and agencies are shown in Table 7 in this section of the report.

Employment Statistics for the Federal Public Service

Sources

Most of the statistical data in Section II are obtained from the Treasury Board of Canada Secretariat Incumbent System, which captures data on individual employees. The Secretariat uses statistical and aggregate data from the Incumbent System in planning, implementing, evaluating and monitoring government policies, as well as in planning and managing resources.

Employment Statistics for the Federal Public Service

D. Statistical Tables

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Table 5. Occupational Category, Group and Gender

Table 6. (a) Region of Work, Gender and Occupational Category—March 2000

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Table 7. Department/Agency and Gender

Table 8. Region of Work and Gender

Table 9. Region of Work, City and Gender

Table 10. Occupational Category, Employment Type and Age Band

Employment Statistics for the Federal Public Service

Table 1. Employment Type from March 1990 to March 2000

<u>Year</u>	<u>Full-time Indeterminate</u>	<u>Part-time Indeterminate</u>	<u>Term 3 mths or more</u>	<u>Term less than 3 mths</u>	<u>Seasonal</u>	<u>Casual</u>	<u>Total Employment</u>	<u>Total FTE</u>	<u>Year</u>
2000	115,592	3,558	21,315	1,214	789	4,221	146,689	143,976	2000
1999 (R)	113,681	3,331	19,130	1,228	1,149	4,387	142,906	140,326	1999 (R)
1999	146,774	4,476	25,923	2,868	1,165	5,108	186,314	183,068	1999
1998	150,086	4,410	24,186	2,512	1,149	4,844	187,187	183,942	1998
1997	158,107	4,711	22,267	3,026	1,293	4,992	194,396	190,979	1997
1996	172,968	5,104	21,554	2,550	1,383	4,418	207,977	204,923	1996
1995	187,851	5,399	23,051	4,739	1,483	3,096	225,619	222,362	1995
1994	192,152	4,996	26,066	6,094	1,426	666	231,400	228,318	1994
1993	195,014	4,811	21,289	17,709	1,639	N/A	240,462	237,202	1993
1992	192,532	4,661	21,048	23,106	1,611	N/A	242,958	239,668	1992
1991	192,905	4,496	19,921	21,884	1,697	N/A	240,903	237,713	1991
1990	189,653	4,339	20,223	23,905	1,588	N/A	239,708	236,486	1990

Notes

- The *Public Service Reform Act* of 1993 introduced the concept of “casual” employment. As this employment type did not exist prior to June 1993, it is shown as not applicable (N/A) for the years 1989 to 1993.
- Casual employees are those hired under section 21.02 of the *Public Service Employment Act* for a specified period of no more than 90 days by any one department. Employment may be extended up to a maximum total of 125 days within a given 12-month period.
- FTE stands for Full-time Equivalent. Under the Operating Budget regime, person-year controls have been discontinued; however, the government continues to report on the size of the Public Service using a measure of labour consumption called “full-time equivalents.” This indicator factors in the length of time an employee works each week. For example, two employees, each working half their weekly scheduled hours of work, are equivalent to one employee working all of the scheduled weekly hours.
- Effective June 1993, following the promulgation of the *Public Service Reform Act*, the employee type “term six months or less” was modified to “term less than three months,” and the employee type “term over six months” was changed to “term three months or more.” Prior to 1994, all those shown to be terms “3 MTHS OR MORE” and “LESS THAN 3 MTHS” were actually employees appointed on terms “6 MTHS OR MORE” and “LESS THAN 6 MTHS,” respectively.
- “R” stands for revised data, which is March 1999 information minus Revenue Canada for comparative purposes.
- March 2000 data do not include one employee due to an invalid employee type code.

Employment Statistics for the Federal Public Service

Table 2. Occupational Category, Gender and Age Band

Occupational Category	MARCH 1999					MARCH 2000				
	Age Band	Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Executive	16-19	0	0	0	0.0	16-19	0	0	0	0.0
	20-24	0	0	0	0.0	20-24	0	0	0	0.0
	25-29	1	0	1	0.0	25-29	1	0	1	0.0
	30-34	11	11	22	50.0	30-34	12	12	24	50.0
	35-39	72	76	148	51.4	35-39	73	60	133	45.1
	40-44	244	159	403	39.5	40-44	255	189	444	42.6
	45-49	612	333	945	35.2	45-49	552	346	898	38.5
	50-54	880	206	1,086	19.0	50-54	932	256	1,188	21.5
	55-59	392	54	446	12.1	55-59	438	60	498	12.0
	60-64	80	9	89	10.1	60-64	87	13	100	13.0
	65-69	7	1	8	12.5	65-69	8	1	9	11.1
70+	1	0	1	0.0	70+	1	0	1	0.0	
		2,300	849	3,149	27.0		2,359	937	3,296	28.4

Employment Statistics for the Federal Public Service

Table 2. Occupational Category, Gender and Age Band (cont'd)

Occupational Category	MARCH 1999					MARCH 2000				
	Age Band	Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Scientific and Professional	16-19	0	0	0	0.0	16-19	0	0	0	0.0
	20-24	67	65	132	49.2	20-24	83	96	179	53.6
	25-29	531	607	1,138	53.3	25-29	612	739	1,351	54.7
	30-34	1,010	982	1,992	49.3	30-34	1,040	1,059	2,099	50.5
	35-39	1,541	1,111	2,652	41.9	35-39	1,558	1,231	2,789	44.1
	40-44	2,003	1,189	3,192	37.2	40-44	1,997	1,227	3,224	38.1
	45-49	2,368	1,125	3,493	32.2	45-49	2,265	1,188	3,453	34.4
	50-54	2,091	711	2,802	25.4	50-54	2,248	880	3,128	28.1
	55-59	1,100	299	1,399	21.4	55-59	1,210	331	1,541	21.5
	60-64	366	67	433	15.5	60-64	461	79	540	14.6
	65-69	96	19	115	16.5	65-69	100	27	127	21.3
70+	26	4	30	13.3	70+	31	1	32	3.1	
		11,199	6,179	17,378	35.6		11,605	6,858	18,463	37.1

Employment Statistics for the Federal Public Service

Table 2. Occupational Category, Gender and Age Band (cont'd)

Occupational Category	MARCH 1999					MARCH 2000				
	Age Band	Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Administrative and Foreign Service	16-19	11	3	14	21.4	16-19	7	4	11	36.4
	20-24	397	330	727	45.4	20-24	499	494	993	49.7
	25-29	1,300	1,581	2,881	54.9	25-29	1,486	1,915	3,401	56.3
	30-34	2,235	3,002	5,237	57.3	30-34	2,267	3,124	5,391	57.9
	35-39	3,044	4,904	7,948	61.7	35-39	3,111	5,072	8,183	62.0
	40-44	4,238	6,750	10,988	61.4	40-44	4,048	6,851	10,899	62.9
	45-49	5,699	6,755	12,454	54.2	45-49	5,327	7,292	12,619	57.8
	50-54	4,157	3,342	7,499	44.6	50-54	4,793	4,217	9,010	46.8
	55-59	1,496	1,027	2,523	40.7	55-59	1,706	1,248	2,954	42.2
	60-64	365	196	561	34.9	60-64	400	270	670	40.3
65-69	92	32	124	25.8	65-69	100	33	133	24.8	
70+	9	5	14	35.7	70+	6	4	10	40.0	
		23,043	27,927	50,970	54.8		23,750	30,524	54,274	56.2

Employment Statistics for the Federal Public Service

Table 2. Occupational Category, Gender and Age Band (cont'd)

Occupational Category	MARCH 1999					MARCH 2000				
	Age Band	Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Technical	16-19	10	5	15	33.3	16-19	16	5	21	23.8
	20-24	119	158	277	57.0	20-24	188	234	422	55.5
	25-29	540	523	1,063	49.2	25-29	589	614	1,203	51.0
	30-34	1,052	606	1,658	36.6	30-34	952	634	1,586	40.0
	35-39	1,827	838	2,665	31.4	35-39	1,628	804	2,432	33.1
	40-44	2,295	899	3,194	28.1	40-44	2,196	948	3,144	30.2
	45-49	2,493	797	3,290	24.2	45-49	2,436	849	3,285	25.8
	50-54	1,924	366	2,290	16.0	50-54	2,163	449	2,612	17.2
	55-59	808	130	938	13.9	55-59	914	165	1,079	15.3
	60-64	273	32	305	10.5	60-64	303	34	337	10.1
	65-69	55	3	58	5.2	65-69	58	4	62	6.5
	70+	12	2	14	14.3	70+	14	5	19	26.3
		11,408	4,359	15,767	27.6		11,457	4,745	16,202	29.3

Employment Statistics for the Federal Public Service

Table 2. Occupational Category, Gender and Age Band (cont'd)

Occupational Category	MARCH 1999					MARCH 2000				
	Age Band	Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Administrative Support	16-19	29	62	91	68.1	16-19	26	71	97	73.2
	20-24	308	1,060	1,368	77.5	20-24	358	1,194	1,552	76.9
	25-29	516	2,098	2,614	80.3	25-29	561	2,025	2,586	78.3
	30-34	661	3,244	3,905	83.1	30-34	619	2,934	3,553	82.6
	35-39	858	5,193	6,051	85.8	35-39	780	4,662	5,442	85.7
	40-44	1,114	6,446	7,560	85.3	40-44	990	6,157	7,147	86.1
	45-49	1,130	5,790	6,920	83.7	45-49	1,126	5,896	7,022	84.0
	50-54	675	3,854	4,529	85.1	50-54	792	4,195	4,987	84.1
	55-59	269	1,723	1,992	86.5	55-59	302	1,810	2,112	85.7
	60-64	94	461	555	83.1	60-64	111	576	687	83.8
65-69	21	63	84	75.0	65-69	26	88	114	77.2	
70+	4	18	22	81.8	70+	6	19	25	76.0	
		5,679	30,012	35,691	84.1		5,697	29,627	35,324	83.9

Employment Statistics for the Federal Public Service

Table 2. Occupational Category, Gender and Age Band (cont'd)

Occupational Category	MARCH 1999					MARCH 2000				
	Age Band	Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Operational	16-19	17	10	27	37.0	16-19	37	10	47	21.3
	20-24	257	180	437	41.2	20-24	308	151	459	32.9
	25-29	823	401	1,224	32.8	25-29	868	443	1,311	33.8
	30-34	1,412	427	1,839	23.2	30-34	1,228	413	1,641	25.2
	35-39	2,601	599	3,200	18.7	35-39	2,221	566	2,787	20.3
	40-44	3,723	525	4,248	12.4	40-44	3,367	523	3,890	13.4
	45-49	3,728	419	4,147	10.1	45-49	3,556	422	3,978	10.6
	50-54	2,511	327	2,838	11.5	50-54	2,611	329	2,940	11.2
	55-59	1,305	192	1,497	12.8	55-59	1,360	206	1,566	13.2
	60-64	361	68	429	15.9	60-64	365	74	439	16.9
	65-69	51	2	53	3.8	65-69	57	4	61	6.6
	70+	7	4	11	36.4	70+	6	4	10	40.0
		16,796	3,154	19,950	15.8		15,984	3,145	19,129	16.4

Employment Statistics for the Federal Public Service

Table 2. Occupational Category, Gender and Age Band (cont'd)

Occupational Category	MARCH 1999					MARCH 2000				
	Age Band	Men	Women	Total	% of Women	Age Band	Men	Women	Total	% of Women
Grand Total	16-19	67	80	147	54.4	16-19	86	90	176	51.1
	20-24	1,148	1,793	2,941	61.0	20-24	1,436	2,169	3,605	60.2
	25-29	3,711	5,210	8,921	58.4	25-29	4,117	5,736	9,853	58.2
	30-34	6,381	8,272	14,653	56.5	30-34	6,118	8,176	14,294	57.2
	35-39	9,943	12,721	22,664	56.1	35-39	9,371	12,395	21,766	56.9
	40-44	13,617	15,968	29,585	54.0	40-44	12,853	15,895	28,748	55.3
	45-49	16,030	15,219	31,249	48.7	45-49	15,262	15,993	31,255	51.2
	50-54	12,238	8,806	21,044	41.8	50-54	13,539	10,326	23,865	43.3
	55-59	5,370	3,425	8,795	38.9	55-59	5,930	3,820	9,750	39.2
	60-64	1,539	833	2,372	35.1	60-64	1,727	1,046	2,773	37.7
	65-69	322	120	442	27.1	65-69	349	157	506	31.0
70+	59	33	92	35.9	70+	64	33	97	34.0	
		70,425	72,480	142,905	50.7		70,852	75,836	146,688	51.7

Notes

- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**
- March 2000 data do not include one employee due to an invalid gender code.

Employment Statistics for the Federal Public Service

Table 3. (a) Annual Salary and Gender — March 2000

Annual Salary (\$)	Full-time Indeterminate						All Employees					
	Men		Women		Total		Men		Women		Total	
	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %
≤ 19,999	35	0.1	16	0.0	51	0.0	37	0.1	22	0.0	59	0.0
20,000 – 24,999	136	0.3	233	0.4	369	0.4	363	0.6	811	1.1	1,174	0.8
25,000 – 29,999	2,147	3.9	4,200	7.9	6,347	5.9	3,913	6.1	8,237	12.0	12,150	9.1
30,000 – 34,999	5,246	12.7	11,628	28.7	16,874	20.5	8,312	17.8	18,567	36.4	26,879	27.4
35,000 – 39,999	6,490	23.6	10,750	47.9	17,240	35.4	8,574	29.9	13,742	54.6	22,316	42.7
40,000 – 44,999	7,693	36.5	9,346	64.6	17,039	50.1	9,032	42.7	11,066	69.2	20,098	56.4
45,000 – 49,999	7,765	49.5	5,713	74.8	13,478	61.8	8,837	55.1	7,065	78.5	15,902	67.2
50,000 – 54,999	6,909	61.1	3,996	81.9	10,905	71.2	7,639	65.9	5,021	85.1	12,660	75.8
55,000 – 59,999	5,264	69.9	3,105	87.5	8,369	78.4	5,562	73.8	3,586	89.8	9,148	82.1
60,000 – 64,999	3,409	75.7	1,951	91.0	5,360	83.1	3,622	78.9	2,203	92.7	5,825	86.0
65,000 – 69,999	4,936	83.9	1,993	94.5	6,929	89.1	5,078	86.1	2,168	95.6	7,246	91.0
70,000 – 74,999	3,015	89.0	1,109	96.5	4,124	92.6	3,121	90.5	1,213	97.2	4,334	93.9
75,000 – 79,999	2,471	93.1	668	97.7	3,139	95.4	2,526	94.0	734	98.2	3,260	96.2
80,000 – 84,999	1,023	94.9	356	98.3	1,379	96.5	1,061	95.5	398	98.7	1,459	97.2
85,000 – 89,999	1,305	97.1	375	99.0	1,680	98.0	1,339	97.4	406	99.2	1,745	98.3
90,000 – 94,999	359	97.7	121	99.2	480	98.4	398	98.0	141	99.4	539	98.7
95,000 – 99,999	656	98.8	199	99.6	855	99.2	679	98.9	211	99.7	890	99.3
≥ 100,000	740	100.0	233	100.0	973	100.0	759	100.0	245	100.0	1,004	100.0
TOTAL	59,599	100.0	55,992	100.0	115,591	100.0	70,852	100.0	75,836	100.0	146,688	100.0

Note

- March 2000 data do not include one employee due to an invalid gender code.

Employment Statistics for the Federal Public Service

Table 3. (b) Annual Salary and Gender — March 1999

Annual Salary (\$)	Full-time Indeterminate						All Employees					
	Men		Women		Total		Men		Women		Total	
	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %	No.	Cum. %
≤ 19,999	10	0.0	7	0.0	17	0.0	11	0.0	13	0.0	24	0.0
20,000 – 24,999	421	0.7	390	0.7	811	0.7	1,019	1.5	1,190	1.7	2,209	1.6
25,000 – 29,999	3,090	5.9	4,559	9.2	7,649	7.4	5,419	9.2	8,852	13.9	14,271	11.5
30,000 – 34,999	6,383	16.6	13,054	33.3	19,437	24.5	9,485	22.6	19,962	41.4	29,447	32.2
35,000 – 39,999	7,534	29.2	10,388	52.6	17,922	40.3	9,186	35.7	12,645	58.9	21,831	47.4
40,000 – 44,999	7,875	42.4	8,528	68.4	16,403	54.7	8,987	48.4	9,935	72.6	18,922	60.7
45,000 – 49,999	6,299	53.0	4,719	77.1	11,018	64.4	6,973	58.3	5,698	80.4	12,671	69.5
50,000 – 54,999	6,515	63.9	3,749	84.0	10,264	73.5	7,100	68.4	4,616	86.8	11,716	77.7
55,000 – 59,999	5,370	72.9	2,948	89.5	8,318	80.8	5,630	76.4	3,356	91.4	8,986	84.0
60,000 – 64,999	3,485	78.8	1,676	92.6	5,161	85.3	3,622	81.6	1,860	94.0	5,482	87.9
65,000 – 69,999	4,709	86.6	1,657	95.7	6,366	90.9	4,815	88.4	1,787	96.5	6,602	92.5
70,000 – 74,999	1,996	90.0	760	97.1	2,756	93.3	2,054	91.3	852	97.6	2,906	94.5
75,000 – 79,999	2,264	93.8	513	98.0	2,777	95.8	2,310	94.6	561	98.4	2,871	96.5
80,000 – 84,999	933	95.3	310	98.6	1,243	96.9	955	95.9	340	98.9	1,295	97.4
85,000 – 89,999	1,170	97.3	297	99.1	1,467	98.2	1,194	97.6	319	99.3	1,513	98.5
90,000 – 94,999	321	97.8	107	99.3	428	98.5	351	98.1	119	99.5	470	98.8
95,000 – 99,999	599	98.9	158	99.6	757	99.2	622	99.0	166	99.7	788	99.4
≥ 100,000	685	100.0	201	100.0	886	100.0	692	100.0	209	100.0	901	100.0
TOTAL	59,659	100.0	54,021	100.0	113,680	100.0	70,425	100.0	72,480	100.0	142,905	100.0

Notes

- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**

Employment Statistics for the Federal Public Service

Table 4. Occupational Category, Employment Type and Gender

Occupational Category	Employment type	MARCH 1999					MARCH 2000				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Executive	Full-time										
	Indeterminate	2,294	73.2	840	26.8	3,134	2,347	71.7	926	28.3	3,273
	Seasonal	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified Period < 3 months	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified Period ≥ 3 months	6	46.2	7	53.8	13	11	55.0	9	45.0	20
	Casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Extended casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Subtotal	2,300	73.1	847	26.9	3,147	2,358	71.6	935	28.4	3,293
	Part-time										
	Indeterminate	0	0.0	2	100.0	2	1	33.3	2	66.7	3
	Seasonal	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified Period < 3 months	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified Period ≥ 3 months	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0
Extended casual	0	0.0	0	0.0	0	0	0.0	0	0.0	0	
Subtotal	0	0.0	2	100.0	2	1	33.3	2	66.7	3	
Total	2,300	73.0	849	27.0	3,149	2,359	71.6	937	28.4	3,296	

Employment Statistics for the Federal Public Service

Table 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1999					MARCH 2000				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Scientific and Professional	Full-time										
	Indeterminate	9,837	69.9	4,229	30.1	14,066	10,116	68.6	4,621	31.4	14,737
	Seasonal	8	80.0	2	20.0	10	8	72.7	3	27.3	11
	Specified Period < 3 months	27	50.9	26	49.1	53	17	36.2	30	63.8	47
	Specified Period ≥ 3 months	1,045	50.0	1,047	50.0	2,092	1,130	47.6	1,246	52.4	2,376
	Casual	98	40.3	145	59.7	243	127	46.7	145	53.3	272
	Extended casual	4	50.0	4	50.0	8	10	43.5	13	56.5	23
	Subtotal	11,019	66.9	5,453	33.1	16,472	11,408	65.3	6,058	34.7	17,466
	Part-time										
	Indeterminate	73	14.8	419	85.2	492	76	14.2	460	85.8	536
	Seasonal	0	0.0	0	0.0	0	0	0.0	0	0.0	0
	Specified Period < 3 months	5	38.5	8	61.5	13	4	40.0	6	60.0	10
	Specified Period ≥ 3 months	79	25.2	234	74.8	313	87	25.4	255	74.6	342
	Casual	20	24.7	61	75.3	81	26	26.0	74	74.0	100
Extended casual	3	42.9	4	57.1	7	4	44.4	5	55.6	9	
Subtotal	180	19.9	726	80.1	906	197	19.8	800	80.2	997	
Total	11,199	64.4	6,179	35.6	17,378	11,605	62.9	6,858	37.1	18,463	

Employment Statistics for the Federal Public Service

Table 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1999					MARCH 2000				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Administrative and Foreign Service	Full-time										
	Indeterminate	20,533	46.0	24,127	54.0	44,660	20,844	44.5	25,991	55.5	46,835
	Seasonal	28	44.4	35	55.6	63	34	54.8	28	45.2	62
	Specified Period < 3 months	64	43.8	82	56.2	146	78	46.4	90	53.6	168
	Specified Period ≥ 3 months	1,881	46.0	2,209	54.0	4,090	2,277	45.4	2,734	54.6	5,011
	Casual	289	54.5	241	45.5	530	228	46.2	265	53.8	493
	Extended casual	35	56.5	27	43.5	62	25	39.7	38	60.3	63
	Subtotal	22,830	46.1	26,721	53.9	49,551	23,486	44.6	29,146	55.4	52,632
	Part-time										
	Indeterminate	102	9.3	993	90.7	1,095	105	8.8	1,084	91.2	1,189
	Seasonal	1	50.0	1	50.0	2	21	60.0	14	40.0	35
	Specified Period < 3 months	4	22.2	14	77.8	18	12	26.7	33	73.3	45
	Specified Period ≥ 3 months	66	32.7	136	67.3	202	90	34.1	174	65.9	264
Casual	33	37.5	55	62.5	88	26	31.0	58	69.0	84	
Extended casual	7	50.0	7	50.0	14	10	41.7	14	58.3	24	
Subtotal	213	15.0	1,206	85.0	1,419	264	16.1	1,377	83.9	1,641	
Total	23,043	45.2	27,927	54.8	50,970	23,750	43.8	30,523	56.2	54,273	

Employment Statistics for the Federal Public Service

Table 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1999					MARCH 2000				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Technical	Full-time										
	Indeterminate	9,771	76.6	2,983	23.4	12,754	9,599	76.2	3,004	23.8	12,603
	Seasonal	337	81.4	77	18.6	414	266	89.3	32	10.7	298
	Specified Period < 3 months	57	70.4	24	29.6	81	83	55.0	68	45.0	151
	Specified Period ≥ 3 months	913	53.9	780	46.1	1,693	1,160	53.4	1,011	46.6	2,171
	Casual	192	55.0	157	45.0	349	169	50.0	169	50.0	338
	Extended casual	17	48.6	18	51.4	35	12	36.4	21	63.6	33
	Subtotal	11,287	73.6	4,039	26.4	15,326	11,289	72.4	4,305	27.6	15,594
	Part-time										
	Indeterminate	22	12.6	152	87.4	174	24	12.8	164	87.2	188
	Seasonal	4	19.0	17	81.0	21	1	50.0	1	50.0	2
	Specified Period < 3 months	16	53.3	14	46.7	30	8	19.0	34	81.0	42
	Specified Period ≥ 3 months	48	32.0	102	68.0	150	94	33.8	184	66.2	278
	Casual	28	49.1	29	50.9	57	36	40.0	54	60.0	90
	Extended casual	3	33.3	6	66.7	9	5	62.5	3	37.5	8
Subtotal	121	27.4	320	72.6	441	168	27.6	440	72.4	608	
Total	11,408	72.4	4,359	27.6	15,767	11,457	70.7	4,745	29.3	16,202	

Employment Statistics for the Federal Public Service

Table 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1999					MARCH 2000				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Administrative Support	Full-time										
	Indeterminate	3,741	15.9	19,820	84.1	23,561	3,722	16.1	19,351	83.9	23,073
	Seasonal	12	11.9	89	88.1	101	9	10.3	78	89.7	87
	Specified Period < 3 months	83	16.0	435	84.0	518	75	16.5	379	83.5	454
	Specified Period ≥ 3 months	1,227	16.8	6,094	83.2	7,321	1,300	17.4	6,175	82.6	7,475
	Casual	253	19.0	1,080	81.0	1,333	215	17.1	1,042	82.9	1,257
	Extended casual	46	22.9	155	77.1	201	37	22.2	130	77.8	167
	Subtotal	5,362	16.2	27,673	83.8	33,035	5,358	16.5	27,155	83.5	32,513
	Part-time										
	Indeterminate	70	5.0	1,328	95.0	1,398	79	5.4	1,396	94.6	1,475
	Seasonal	0	0.0	8	100.0	8	8	20.0	32	80.0	40
	Specified Period < 3 months	35	25.2	104	74.8	139	22	20.2	87	79.8	109
	Specified Period ≥ 3 months	164	19.8	664	80.2	828	168	19.0	717	81.0	885
	Casual	37	15.9	195	84.1	232	41	18.6	179	81.4	220
Extended casual	11	21.6	40	78.4	51	21	25.3	62	74.7	83	
Subtotal	317	11.9	2,339	88.1	2,656	339	12.1	2,473	87.9	2,812	
Total	5,679	15.9	30,012	84.1	35,691	5,697	16.1	29,628	83.9	35,325	

Employment Statistics for the Federal Public Service

Table 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1999					MARCH 2000				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Operational	Full-time										
	Indeterminate	13,483	87.0	2,022	13.0	15,505	12,971	86.1	2,099	13.9	15,070
	Seasonal	413	84.8	74	15.2	487	217	91.6	20	8.4	237
	Specified Period < 3 months	161	81.3	37	18.7	198	108	70.1	46	29.9	154
	Specified Period ≥ 3 months	1,715	79.3	449	20.7	2,164	1,782	79.3	466	20.7	2,248
	Casual	722	81.0	169	19.0	891	625	83.2	126	16.8	751
	Extended casual	44	72.1	17	27.9	61	59	73.8	21	26.3	80
	Subtotal	16,538	85.7	2,768	14.3	19,306	15,762	85.0	2,778	15.0	18,540
	Part-time										
	Indeterminate	60	35.3	110	64.7	170	56	33.7	110	66.3	166
	Seasonal	22	51.2	21	48.8	43	13	72.2	5	27.8	18
	Specified Period < 3 months	15	46.9	17	53.1	32	13	38.2	21	61.8	34
	Specified Period ≥ 3 months	105	39.8	159	60.2	264	88	35.9	157	64.1	245
	Casual	52	40.9	75	59.1	127	47	39.2	73	60.8	120
	Extended casual	4	50.0	4	50.0	8	5	83.3	1	16.7	6
Subtotal	258	40.1	386	59.9	644	222	37.7	367	62.3	589	
Total	16,796	84.2	3,154	15.8	19,950	15,984	83.6	3,145	16.4	19,129	

Employment Statistics for the Federal Public Service

Table 4. Occupational Category, Employment Type and Gender (cont'd)

Occupational Category	Employment type	MARCH 1999					MARCH 2000				
		Men	% of Men	Women	% of Women	Total	Men	% of Men	Women	% of Women	Total
Grand Total	Full-time										
	Indeterminate	59,659	52.5	54,021	47.5	113,680	59,599	51.6	55,992	48.4	115,591
	Seasonal	798	74.2	277	25.8	1,075	534	76.8	161	23.2	695
	Specified Period < 3 months	392	39.4	604	60.6	996	361	37.1	613	62.9	974
	Specified Period ≥ 3 months	6,787	39.1	10,586	60.9	17,373	7,660	39.7	11,641	60.3	19,301
	Casual	1,554	46.4	1,792	53.6	3,346	1,364	43.8	1,747	56.2	3,111
	Extended casual	146	39.8	221	60.2	367	143	39.1	223	60.9	366
	Subtotal	69,336	50.7	67,501	49.3	136,837	69,661	49.7	70,377	50.3	140,038
	Part-time										
	Indeterminate	327	9.8	3,004	90.2	3,331	341	9.6	3,217	90.4	3,558
	Seasonal	27	36.5	47	63.5	74	43	45.7	51	54.3	94
	Specified Period < 3 months	75	32.3	157	67.7	232	59	24.6	181	75.4	240
	Specified Period ≥ 3 months	462	26.3	1,295	73.7	1,757	527	26.2	1,487	73.8	2,014
	Casual	170	29.1	415	70.9	585	176	28.7	438	71.3	614
	Extended casual	28	31.5	61	68.5	89	45	34.6	85	65.4	130
	Subtotal	1,089	17.9	4,979	82.1	6,068	1,191	17.9	5,459	82.1	6,650
	Public Service Total	70,425	49.3	72,480	50.7	142,905	70,852	48.3	75,836	51.7	146,688

Notes

- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**
- March 2000 data do not include one employee due to an invalid gender code.

Employment Statistics for the Federal Public Service

Table 5. Occupational Category, Group and Gender

Occupational Category		MARCH 1999				MARCH 2000			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Executive	EX	2,298	849	27.0	3,147	2,355	937	28.5	3,292
	GX	2	0	0.0	2	4	0	0.0	4
	Subtotal	2,300	849	27.0	3,149	2,359	937	28.4	3,296
Scientific and Professional	AC	3	1	25.0	4	3	1	25.0	4
	AG	9	1	10.0	10	10	1	9.1	11
	AR	152	45	22.8	197	135	41	23.3	176
	AU	11	3	21.4	14	80	31	27.9	111
	BI	859	473	35.5	1,332	805	513	38.9	1,318
	CH	245	139	36.2	384	252	151	37.5	403
	DE	10	0	0.0	10	9	0	0.0	9
	DS	396	42	9.6	438	399	48	10.7	447
	ED	307	366	54.4	673	297	366	55.2	663
	EN	1,827	183	9.1	2,010	1,869	219	10.5	2,088
	ES	2,049	1,235	37.6	3,284	2,276	1,491	39.6	3,767
	FO	86	15	14.9	101	87	15	14.7	102
	HR	141	74	34.4	215	77	42	35.3	119
	LA	874	803	47.9	1,677	959	932	49.3	1,891
	LS	114	294	72.1	408	115	296	72.0	411
MA	180	96	34.8	276	183	101	35.6	284	
MD	154	55	26.3	209	155	54	25.8	209	
MT	417	65	13.5	482	428	69	13.9	497	

Employment Statistics for the Federal Public Service

Table 5. Occupational Category, Group and Gender (cont'd)

Occupational Category	MARCH 1999				MARCH 2000				
	Men	Women	% of Women	Total	Men	Women	% of Women	Total	
Scientific and Professional (cont'd)	ND	0	27	100.0	27	0	28	100.0	28
	NU	223	1,224	84.6	1,447	217	1,265	85.4	1,482
	OP	3	30	90.9	33	5	36	87.8	41
	PC	1,086	451	29.3	1,537	1,154	539	31.8	1,693
	PH	4	12	75.0	16	5	10	66.7	15
	PS	148	114	43.5	262	151	122	44.7	273
	SE	1,505	243	13.9	1,748	1,534	264	14.7	1,798
	SG	243	149	38.0	392	245	179	42.2	424
	SW	16	18	52.9	34	17	21	55.3	38
	UT	117	10	7.9	127	121	10	7.6	131
	VM	20	11	35.5	31	17	13	43.3	30
	Subtotal	11,199	6,179	35.6	17,378	11,605	6,858	37.1	18,463

Employment Statistics for the Federal Public Service

Table 5. Occupational Category, Group and Gender (cont'd)

Occupational Category		MARCH 1999				MARCH 2000			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Administrative and Foreign Service	AS	4,431	9,626	68.5	14,057	4,428	10,656	70.6	15,084
	CA	0	0	0.0	0	26	62	70.5	88
	CO	1,362	714	34.4	2,076	1,479	838	36.2	2,317
	CS	5,505	2,202	28.6	7,707	5,924	2,482	29.5	8,406
	FI	1,250	935	42.8	2,185	1,300	1,062	45.0	2,362
	FS	747	305	29.0	1,052	747	329	30.6	1,076
	IS	592	1,078	64.6	1,670	667	1,285	65.8	1,952
	MM	55	73	57.0	128	63	70	52.6	133
	OM	123	165	57.3	288	123	146	54.3	269
	PE	702	1,768	71.6	2,470	741	1,925	72.2	2,666
	PG	944	853	47.5	1,797	981	930	48.7	1,911
	PM	5,876	8,544	59.3	14,420	5,816	8,996	60.7	14,812
	TR	353	538	60.4	891	368	570	60.8	938
	WP	1,103	1,126	50.5	2,229	1,087	1,173	51.9	2,260
Subtotal	23,043	27,927	54.8	50,970	23,750	30,524	56.2	54,274	

Employment Statistics for the Federal Public Service

Table 5. Occupational Category, Group and Gender (cont'd)

Occupational Category		MARCH 1999				MARCH 2000			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Technical	AI	14	0	0.0	14	13	0	0.0	13
	AO	432	38	8.1	470	450	35	7.2	485
	DD	269	119	30.7	388	217	122	36.0	339
	EG	4,182	1,512	26.6	5,694	4,318	1,690	28.1	6,008
	EL	1,132	38	3.2	1,170	1,110	39	3.4	1,149
	EU	2	0	0.0	2	3	0	0.0	3
	GT	1,726	691	28.6	2,417	1,369	478	25.9	1,847
	PI	249	52	17.3	301	248	55	18.2	303
	PY	20	6	23.1	26	17	5	22.7	22
	RO	304	56	15.6	360	302	63	17.3	365
	SI	1,173	1,723	59.5	2,896	1,143	1,792	61.1	2,935
	SO	845	41	4.6	886	861	46	5.1	907
	TE	0	0	0.0	0	249	319	56.2	568
	TI	1,060	83	7.3	1,143	1,157	101	8.0	1,258
	Subtotal	11,408	4,359	27.6	15,767	11,457	4,745	29.3	16,202
Administrative Support	CM	51	25	32.9	76	59	27	31.4	86
	CR	5,323	25,228	82.6	30,551	5,340	25,332	82.6	30,672
	DA	215	368	63.1	583	205	351	63.1	556
	OE	12	16	57.1	28	11	13	54.2	24
	ST	78	4,375	98.2	4,453	82	3,904	97.9	3,986
	Subtotal	5,679	30,012	84.1	35,691	5,697	29,627	83.9	35,324

Employment Statistics for the Federal Public Service

Table 5. Occupational Category, Group and Gender (cont'd)

Occupational Category		MARCH 1999				MARCH 2000			
		Men	Women	% of Women	Total	Men	Women	% of Women	Total
Operational	CX	4,007	1,059	20.9	5,066	4,266	1,202	22.0	5,468
	FR	491	7	1.4	498	435	7	1.6	442
	GL	6,402	357	5.3	6,759	5,638	346	5.8	5,984
	GS	2,310	1,164	33.5	3,474	2,170	1,016	31.9	3,186
	HP	537	10	1.8	547	523	7	1.3	530
	HS	300	404	57.4	704	297	425	58.9	722
	LI	118	5	4.1	123	117	7	5.6	124
	PR	60	61	50.4	121	56	49	46.7	105
	SC	1,326	61	4.4	1,387	1,266	57	4.3	1,323
	SR	1,245	26	2.0	1,271	1,216	29	2.3	1,245
	Subtotal	16,796	3,154	15.8	19,950	15,984	3,145	16.4	19,129
	Grand Total	70,425	72,480	50.7	142,905	70,852	75,836	51.7	146,688

Notes

- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**
- March 2000 data do not include one employee due to an invalid gender code.
- See Appendix 1 and Appendix 2 for definitions of occupational codes.

Employment Statistics for the Federal Public Service

Table 6. (a) Region of Work, Gender and Occupational Category — March 2000

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin. and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Newfoundland	Men	28	144	481	643	115	496	1,907
	Women	5	37	454	74	672	17	1,259
	Subtotal	33	181	935	717	787	513	3,166
Prince Edward Island	Men	29	47	311	86	73	90	636
	Women	11	24	491	18	349	9	902
	Subtotal	40	71	802	104	422	99	1,538
Nova Scotia	Men	58	565	847	1,148	271	2,081	4,970
	Women	16	190	986	187	1,695	197	3,271
	Subtotal	74	755	1,833	1,335	1,966	2,278	8,241
New Brunswick	Men	43	237	736	384	249	915	2,564
	Women	10	109	793	92	1,783	126	2,913
	Subtotal	53	346	1,529	476	2,032	1,041	5,477
Québec (less NCR)*	Men	134	1,258	2,553	1,422	602	3,248	9,217
	Women	43	878	3,179	478	3,702	648	8,928
	Subtotal	177	2,136	5,732	1,900	4,304	3,896	18,145
National Capital Region: Québec	Men	366	1,121	4,086	478	622	53	6,726
	Women	205	706	5,535	314	2,265	3	9,028
	Subtotal	571	1,827	9,621	792	2,887	56	15,754

Employment Statistics for the Federal Public Service

Table 6. (a) Region of Work, Gender and Occupational Category — March 2000 (cont'd)

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin. and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
National Capital Region: Ontario	Men	1,212	4,724	7,633	2,658	2,100	885	19,212
	Women	515	2,768	10,160	1,861	6,538	138	21,980
	Subtotal	1,727	7,492	17,793	4,519	8,638	1,023	41,192
Ontario (less NCR)*	Men	88	1,195	2,481	1,356	762	2,799	8,681
	Women	41	781	3,529	499	4,872	706	10,428
	Subtotal	129	1,976	6,010	1,855	5,634	3,505	19,109
Manitoba	Men	43	398	775	465	213	707	2,601
	Women	11	307	926	234	1,475	241	3,194
	Subtotal	54	705	1,701	699	1,688	948	5,795
Saskatchewan	Men	27	301	503	314	49	689	1,883
	Women	5	185	611	163	889	247	2,100
	Subtotal	32	486	1,114	477	938	936	3,983
Alberta	Men	52	553	910	664	189	1,450	3,818
	Women	7	310	1,196	282	2,045	416	4,256
	Subtotal	59	863	2,106	946	2,234	1,866	8,074
British Columbia	Men	77	895	1,679	1,626	405	2,530	7,212
	Women	29	474	2,197	493	2,949	395	6,537
	Subtotal	106	1,369	3,876	2,119	3,354	2,925	13,749

Employment Statistics for the Federal Public Service

Table 6. (a) Region of Work, Gender and Occupational Category — March 2000 (cont'd)

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin. and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Yukon	Men	3	53	65	76	8	12	217
	Women	6	23	107	26	122	0	284
	Subtotal	9	76	172	102	130	12	501
Northwest Territories	Men	6	60	70	91	15	26	268
	Women	1	50	91	21	129	1	293
	Subtotal	7	110	161	112	144	27	561
Nunavut	Men	0	4	11	12	1	3	31
	Women	0	3	11	0	5	1	20
	Subtotal	0	7	22	12	6	4	51
Outside Canada	Men	193	50	609	34	23	0	909
	Women	32	13	258	3	137	0	443
	Subtotal	225	63	867	37	160	0	1,352
GRAND TOTAL	Men	2,359	11,605	23,750	11,457	5,697	15,984	70,852
	Women	937	6,858	30,524	4,745	29,627	3,145	75,836
	Public Service Total	3,296	18,463	54,274	16,202	35,324	19,129	146,688

Notes

- NCR stands for National Capital Region.
- March 2000 data do not include one employee due to an invalid gender code.

Employment Statistics for the Federal Public Service

Table 6. (b) Region of Work, Gender and Occupational Category — March 1999

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin. and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Newfoundland	Men	24	135	475	637	119	579	1,969
	Women	3	38	444	62	702	19	1,268
	Subtotal	27	173	919	699	821	598	3,237
Prince Edward Island	Men	28	47	310	88	66	120	659
	Women	11	21	452	14	355	14	867
	Subtotal	39	68	762	102	421	134	1,526
Nova Scotia	Men	53	564	887	1,128	269	2,295	5,196
	Women	14	192	949	185	1,701	203	3,244
	Subtotal	67	756	1,836	1,313	1,970	2,498	8,440
New Brunswick	Men	40	234	691	370	241	959	2,535
	Women	6	106	698	85	1,753	110	2,758
	Subtotal	46	340	1,389	455	1,994	1,069	5,293
Québec (less NCR)*	Men	129	1,213	2,567	1,441	615	3,286	9,251
	Women	45	840	3,040	442	3,752	600	8,719
	Subtotal	174	2,053	5,607	1,883	4,367	3,886	17,970
National Capital Region: Québec	Men	377	1,057	3,853	528	641	57	6,513
	Women	195	599	4,976	311	2,338	4	8,423
	Subtotal	572	1,656	8,829	839	2,979	61	14,936

Employment Statistics for the Federal Public Service

Table 6. (b) Region of Work, Gender and Occupational Category — March 1999 (cont'd)

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
National Capital Region: Ontario	Men	1,140	4,479	7,161	2,529	2,060	937	18,306
	Women	448	2,447	8,917	1,755	6,749	147	20,463
	Subtotal	1,588	6,926	16,078	4,284	8,809	1,084	38,769
Ontario (less NCR)*	Men	91	1,180	2,492	1,360	787	2,895	8,805
	Women	39	718	3,436	412	4,904	669	10,178
	Subtotal	130	1,898	5,928	1,772	5,691	3,564	18,983
Manitoba	Men	36	399	753	462	198	709	2,557
	Women	12	297	826	230	1,383	239	2,987
	Subtotal	48	696	1,579	692	1,581	948	5,544
Saskatchewan	Men	23	299	516	318	48	678	1,882
	Women	8	168	566	149	884	216	1,991
	Subtotal	31	467	1,082	467	932	894	3,873
Alberta	Men	52	568	949	729	187	1,620	4,105
	Women	6	259	1,104	284	2,033	500	4,186
	Subtotal	58	827	2,053	1,013	2,220	2,120	8,291
British Columbia	Men	84	878	1,657	1,594	401	2,600	7,214
	Women	26	425	2,079	373	3,043	428	6,374
	Subtotal	110	1,303	3,736	1,967	3,444	3,028	13,588

Employment Statistics for the Federal Public Service

Table 6. (b) Region of Work, Gender and Occupational Category — March 1999 (cont'd)

<u>Region</u>	<u>Gender</u>	<u>Executive</u>	<u>Scientific and Professional</u>	<u>Admin. and For. Serv.</u>	<u>Technical</u>	<u>Admin. Support</u>	<u>Operational</u>	<u>Total</u>
Yukon	Men	4	51	62	83	7	21	228
	Women	6	22	107	28	126	2	291
	Subtotal	10	73	169	111	133	23	519
Northwest Territories	Men	5	50	84	107	13	40	299
	Women	0	41	86	27	146	3	303
	Subtotal	5	91	170	134	159	43	602
Outside Canada	Men	213	45	588	33	27	0	906
	Women	30	6	249	2	141	0	428
	Subtotal	243	51	837	35	168	0	1,334
GRAND TOTAL	Men	2,299	11,199	23,045	11,407	5,679	16,796	70,425
	Women	849	6,179	27,929	4,359	30,010	3,154	72,480
	Public Service Total	3,148	17,378	50,974	15,766	35,689	19,950	142,905

Notes

- NCR stands for National Capital Region.
- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**

Employment Statistics for the Federal Public Service**Table 7. Department/Agency and Gender**

Department/Agency	MARCH 1999			MARCH 2000		
	Men	Women	Total	Men	Women	Total
Agriculture and Agri-Food Canada	2,627	2,088	4,715	2,801	2,403	5,204
Atlantic Canada Opportunities Agency	200	211	411	209	240	449
Canada Economic Development for Quebec Regions	123	154	277	126	153	279
Canada Information Office	20	31	51	34	42	76
Canada Industrial Relations Board	24	53	77	22	53	75
Canadian Artists and Producers Professional Relations Tribunal	3	5	8	2	7	9
Canadian Centre for Management Development	17	50	67	27	76	103
Canadian Dairy Commission	36	32	68	30	28	58
Canadian Grain Commission	469	210	679	468	206	674
Canadian Heritage	2,333	2,065	4,398	468	939	1,407
Canadian Human Rights Commission	62	136	198	65	137	202
Canadian Intergovernmental Conference Secretariat	9	12	21	9	12	21
Canadian International Development Agency	557	678	1,235	559	735	1,294
Canadian International Trade Tribunal	41	41	82	42	36	78
Canadian Radio-television and Telecommunications Commission	157	244	401	150	251	401
Canadian Space Agency	202	120	322	223	135	358
Canadian Transportation Agency	104	138	242	105	136	241
Citizenship and Immigration Canada	1,565	2,429	3,994	1,637	2,613	4,250
Civil Aviation Tribunal of Canada	1	4	5	1	5	6
Copyright Board Canada	3	3	6	3	3	6
Correctional Service Canada	7,658	5,178	12,836	7,895	5,395	13,290
Department of Finance Canada	421	403	824	476	461	937
Department of Foreign Affairs and International Trade	2,003	1,912	3,915	2,037	2,089	4,126
Department of Justice Canada	1,052	1,800	2,852	1,175	2,086	3,261
Environment Canada	2,930	1,781	4,711	3,027	1,942	4,969
Fisheries and Oceans Canada	6,627	2,562	9,189	6,734	2,748	9,482
Hazardous Materials Information Review Commission Canada	6	4	10	8	9	17
Health Canada	2,235	4,114	6,349	2,365	4,563	6,928
Human Resources Development Canada	6,193	15,028	21,221	6,452	15,566	22,018

Employment Statistics for the Federal Public Service

Table 7. Department/Agency and Gender (cont'd)

<u>Department/Agency</u>	MARCH 1999			MARCH 2000		
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Immigration and Refugee Board	284	562	846	294	572	866
Indian and Northern Affairs Canada	1,308	2,021	3,329	1,358	2,200	3,558
Industry Canada	2,492	2,260	4,752	2,523	2,299	4,822
International Joint Commission	16	14	30	17	13	30
Law Commission of Canada ⁵	0	0	0	2	6	8
Millennium Bureau of Canada ⁶	0	0	0	22	73	95
NAFTA Secretariat, Canadian Section	4	1	5	5	2	7
National Archives of Canada	351	301	652	340	291	631
National Defence (civilian staff)	10,861	5,972	16,833	11,011	6,185	17,196
National Farm Products Council	6	9	15	7	7	14
National Library of Canada	144	298	442	148	286	434
National Parole Board	55	213	268	58	225	283
Natural Resources Canada	2,450	1,432	3,882	2,580	1,533	4,113
Office of the Chief Electoral Officer	124	113	237	123	106	229
Office of the Commissioner for Federal Judicial Affairs	22	29	51	24	37	61
Office of the Commissioner of Official Languages	52	74	126	48	70	118
Office of the Co-ordinator Status of Women Canada	4	102	106	5	101	106
Office of the Governor General's Secretary	52	77	129	61	85	146
Offices of the Information and Privacy Commissioners	37	45	82	46	58	104

⁵ The Law Commission of Canada was officially created in 1997. Only as of December 1999, however, did public service employees first appear separately under this agency on the Incumbent File.

⁶ The Millennium Bureau of Canada was officially created in 1998. Before December 1999, public service employees working for the Millennium Bureau of Canada were reported under the Privy Council Office.

Employment Statistics for the Federal Public Service**Table 7. Department/Agency and Gender (cont'd)**

<u>Department/Agency</u>	MARCH 1999			MARCH 2000		
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Patented Medicine Prices Review Board Canada	13	18	31	13	19	32
Prairie Farm Rehabilitation Administration	433	169	602	447	209	656
Privy Council Office	240	353	593	269	385	654
Public Service Commission of Canada	462	816	1,278	486	854	1,340
Public Works and Government Services Canada	5,380	5,490	10,870	5,589	5,720	11,309
Registry of the Competition Tribunal	2	7	9	3	8	11
Registry of the Federal Court of Canada	142	266	408	148	284	432
Registry of the Tax Court of Canada	39	73	112	41	70	111
Royal Canadian Mounted Police (civilian staff)	707	2,945	3,652	1,016	3,419	4,435
Solicitor General Canada	106	141	247	104	138	242
Statistics Canada	2,605	2,607	5,212	2,632	2,673	5,305
Supreme Court of Canada	61	92	153	58	93	151
Transport Canada	2,707	1,747	4,454	2,533	1,766	4,299
Transportation Safety Board of Canada	139	67	206	143	68	211
Treasury Board of Canada Secretariat	294	400	694	350	520	870
Veterans Affairs Canada	1,022	2,125	3,147	1,053	2,234	3,287
Western Economic Diversification Canada	133	155	288	145	158	303
Grand Total	70,425	72,480	142,905	70,852	75,836	146,688

Notes

- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**
- March 2000 data do not include one employee due to an invalid gender code.

Employment Statistics for the Federal Public Service

Table 8. Region of Work and Gender

Region of Work	MARCH 1999				MARCH 2000			
	Men	Women	Total	% by Region	Men	Women	Total	% by Region
Newfoundland	1,969	1,268	3,237	2.3	1,907	1,259	3,166	2.2
Prince Edward Island	659	867	1,526	1.1	636	902	1,538	1.0
Nova Scotia	5,196	3,244	8,440	5.9	4,970	3,271	8,241	5.6
New Brunswick	2,535	2,758	5,293	3.7	2,564	2,913	5,477	3.7
Quebec (less NCR)*	9,251	8,719	17,971	12.6	9,217	8,928	18,145	12.4
National Capital Region: Quebec	6,513	8,423	14,936	10.5	6,726	9,028	15,754	10.7
National Capital Region: Ontario	18,306	20,463	38,769	27.1	19,212	21,980	41,192	28.1
Ontario (less NCR)*	8,805	10,178	18,983	13.3	8,681	10,428	19,109	13.0
Manitoba	2,557	2,987	5,544	3.9	2,601	3,194	5,795	4.0
Saskatchewan	1,882	1,991	3,873	2.7	1,883	2,100	3,983	2.7
Alberta	4,105	4,186	8,291	5.8	3,818	4,256	8,074	5.5
British Columbia	7,214	6,374	13,588	9.5	7,212	6,537	13,749	9.4
Yukon	228	291	519	0.4	217	284	501	0.3
Northwest Territories	299	303	602	0.4	268	293	561	0.4
Nunavut	0	0	0	0.0	31	20	51	0.0
Outside Canada	906	428	1,334	0.9	909	443	1,352	0.9
Grand Total	70,425	72,480	142,905	100.0	70,852	75,836	146,688	100.0

Notes

- NCR stands for National Capital Region.
- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**
- March 2000 data do not include one employee due to an invalid gender code.

Employment Statistics for the Federal Public Service

Table 9. Region of Work, City and Gender

<u>Province</u>	<u>City</u>	MARCH 1999			MARCH 2000		
		<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Newfoundland	St. John's	1376	780	2156	1,359	796	2,155
	Other NF cities	593	488	1081	548	463	1,011
	Subtotal	1,969	1,268	3,237	1,907	1,259	3,166
Prince Edward Island	Charlottetown	605	788	1393	583	828	1,411
	Other PE cities	54	79	133	53	74	127
	Subtotal	659	867	1,526	636	902	1,538
Nova Scotia	Halifax	4011	2172	6183	3,866	2,220	6,086
	Other NS cities	1185	1072	2257	1,104	1,051	2,155
	Subtotal	5,196	3,244	8,440	4,970	3,271	8,241
New Brunswick	Fredericton	281	358	639	305	395	700
	Moncton	964	1186	2150	1,003	1,220	2,223
	Saint John	191	142	333	170	137	307
	Other NB cities	1099	1072	2171	1,086	1,161	2,247
	Subtotal	2,535	2,758	5,293	2,564	2,913	5,477

Employment Statistics for the Federal Public Service

Table 9. Region of Work, City and Gender (cont'd)

Province	City	MARCH 1999			MARCH 2000		
		Men	Women	Total	Men	Women	Total
Quebec	Québec	1733	1345	3078	1,677	1,279	2,956
	Hull	6510	8407	14917	6,723	9,014	15,737
	Chicoutimi	168	120	288	164	120	284
	Montréal	3091	3930	7021	3,178	4,105	7,283
	Rimouski	69	64	133	72	64	136
	Sherbrooke	125	105	230	127	104	231
	Trois-Rivières	36	62	98	32	60	92
	Other QC cities	4032	3109	7142	3,970	3,210	7,180
	Subtotal	15,764	17,142	32,907	15,943	17,956	33,899
Ontario	London	189	367	556	196	378	574
	Kingston	1536	1095	2631	1,572	1,116	2,688
	Kitchener-Waterloo	72	211	283	72	213	285
	Cornwall	96	101	197	55	61	116
	Ottawa	18310	20463	38773	19,215	21,980	41,195
	Toronto	2368	3286	5654	2,346	3,344	5,690
	St. Catharines-Niagara	139	175	314	130	170	300
	Thunder Bay	221	181	402	205	182	387
	Hamilton	95	236	331	95	247	342
	Oshawa	19	107	126	19	112	131
	Sudbury	76	170	246	80	182	262
	Windsor	72	166	238	75	171	246
	Other ON cities	3918	4083	8001	3,833	4,252	8,085
	Subtotal	27,111	30,641	57,752	27,893	32,408	60,301

Employment Statistics for the Federal Public Service

Table 9. Region of Work, City and Gender (cont'd)

<u>Province</u>	<u>City</u>	MARCH 1999			MARCH 2000		
		<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Manitoba	Winnipeg	1739	2088	3827	1,839	2,306	4,145
	Other MB cities	818	899	1717	762	888	1,650
	Subtotal	2,557	2,987	5,544	2,601	3,194	5,795
Saskatchewan	Regina	503	725	1228	508	776	1,284
	Saskatoon	516	597	1113	537	639	1,176
	Other SK cities	863	669	1532	838	685	1,523
	Subtotal	1,882	1,991	3,873	1,883	2,100	3,983
Alberta	Calgary	405	497	902	367	482	849
	Edmonton	1509	2034	3543	1,585	2,277	3,862
	Other AB cities	2191	1655	3846	1,866	1,497	3,363
	Subtotal	4,105	4,186	8,291	3,818	4,256	8,074
British Columbia	Vancouver	2423	3156	5579	2,546	3,296	5,842
	Victoria	2272	969	3241	2,302	1,036	3,338
	Other BC cities	2519	2249	4768	2,364	2,205	4,569
	Subtotal	7,214	6,374	13,588	7,212	6,537	13,749
Yukon	Whitehorse	182	249	431	188	254	442
	Other YT cities	46	42	88	29	30	59
	Subtotal	228	291	519	217	284	501

Employment Statistics for the Federal Public Service

Table 9. Region of Work, City and Gender (cont'd)

<u>Province</u>	<u>City</u>	MARCH 1999			MARCH 2000		
		<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Northwest Territories	Yellowknife	173	215	388	193	244	437
	Other NT cities	126	88	214	75	49	124
	Subtotal	299	303	602	268	293	561
Nunavut					31	20	51
Outside Canada	Subtotal	906	428	1334	909	443	1,352
	Grand Total	70,425	72,480	142,905	70,821	75,816	146,688

Notes

- March 1999 data do not include one employee due to an invalid gender code.
- **March 1999 data exclude all employees of Revenue Canada.**
- March 2000 data do not include one employee due to an invalid gender code.
- For the purposes of this report, the above-noted cities include the city proper and surrounding area.

Employment Statistics for the Federal Public Service

Table 10. Occupational Category, Employment Type and Age Band

Occupational Category	Age Band	MARCH 1999				MARCH 2000			
		Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal
Executive	16-19	0	0	0	N/A	0	0	0	N/A
	20-24	0	0	0	N/A	0	0	0	N/A
	25-29	1	0	1	100.0	1	0	1	100.0
	30-34	21	1	22	95.5	24	0	24	100.0
	35-39	146	2	148	98.6	132	1	133	99.2
	40-44	401	2	403	99.5	440	4	444	99.1
	45-49	945	0	945	100.0	898	0	898	100.0
	50-54	1,084	2	1,086	99.8	1,183	5	1,188	99.6
	55-59	440	6	446	98.7	491	7	498	98.6
	60-64	89	0	89	100.0	97	3	100	97.0
	65+	9	0	9	100.0	10	0	10	100.0
	Subtotal		3,136	13	3,149	99.6	3,276	20	3,296
% under 35		0.7	7.7	0.7	2.0	0.9	0.0	0.9	2.0

Employment Statistics for the Federal Public Service

Table 10. Occupational Category, Employment Type and Age Band (cont'd)

Occupational Category	Age Band	MARCH 1999				MARCH 2000			
		Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal
Scientific and Professional	16-19	0	0	0	N/A	0	0	0	N/A
	20-24	50	82	132	37.9	66	113	179	36.9
	25-29	528	610	1,138	46.4	667	684	1,351	49.4
	30-34	1,301	691	1,992	65.3	1,390	709	2,099	66.2
	35-39	2,111	541	2,652	79.6	2,196	593	2,789	78.7
	40-44	2,844	348	3,192	89.1	2,832	392	3,224	87.8
	45-49	3,250	243	3,493	93.0	3,154	299	3,453	91.3
	50-54	2,650	152	2,802	94.6	2,940	188	3,128	94.0
	55-59	1,316	83	1,399	94.1	1,422	119	1,541	92.3
	60-64	400	33	433	92.4	489	51	540	90.6
	65+	118	27	145	81.4	128	31	159	80.5
	Subtotal		14,568	2,810	17,378	83.8	15,284	3,179	18,463
% under 35		12.9	49.2	18.8	1.8	13.9	47.4	19.7	1.8

Employment Statistics for the Federal Public Service

Table 10. Occupational Category, Employment Type and Age Band (cont'd)

Occupational Category	Age Band	MARCH 1999				MARCH 2000			
		Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal
Administrative and Foreign Service	16-19	1	13	14	7.1	1	10	11	9.1
	20-24	211	516	727	29.0	340	653	993	34.2
	25-29	1,749	1,132	2,881	60.7	1,945	1,455	3,400	57.2
	30-34	4,288	949	5,237	81.9	4,332	1,059	5,391	80.4
	35-39	7,196	752	7,948	90.5	7,279	904	8,183	89.0
	40-44	10,339	650	10,989	94.1	10,130	769	10,899	92.9
	45-49	11,954	500	12,454	96.0	12,041	579	12,620	95.4
	50-54	7,136	363	7,499	95.2	8,596	414	9,010	95.4
	55-59	2,335	188	2,523	92.5	2,742	212	2,954	92.8
	60-64	492	69	561	87.7	591	79	670	88.2
	65+	120	18	138	87.0	125	18	143	87.4
	Subtotal		45,821	5,150	50,971	89.9	48,122	6,152	54,274
% under 35		13.6	50.7	17.4	2.0	13.8	51.6	18.1	2.0

Employment Statistics for the Federal Public Service

Table 10. Occupational Category, Employment Type and Age Band (cont'd)

Occupational Category	Age Band	MARCH 1999				MARCH 2000				
		Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	
Technical	16-19	10	5	15	66.7	16	5	21	76.2	
	20-24	45	232	277	16.2	84	338	422	19.9	
	25-29	384	679	1,063	36.1	368	835	1,203	30.6	
	30-34	1,154	504	1,658	69.6	992	594	1,586	62.5	
	35-39	2,314	351	2,665	86.8	2,010	422	2,432	82.6	
	40-44	2,950	244	3,194	92.4	2,779	365	3,144	88.4	
	45-49	3,117	173	3,290	94.7	3,065	220	3,285	93.3	
	50-54	2,190	100	2,290	95.6	2,446	166	2,612	93.6	
	55-59	871	67	938	92.9	973	106	1,079	90.2	
	60-64	273	32	305	89.5	294	43	337	87.2	
	65+	55	17	72	76.4	64	17	81	79.0	
	Subtotal		13,363	2,404	15,767	84.8	13,091	3,111	16,202	80.8
	% under 35		11.9	59.1	19.1	2.2	11.2	57.0	19.9	2.3

Employment Statistics for the Federal Public Service

Table 10. Occupational Category, Employment Type and Age Band (cont'd)

Occupational Category	Age Band	MARCH 1999				MARCH 2000			
		Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal
Administrative Support	16-19	2	89	91	2.2	2	95	97	2.1
	20-24	96	1,272	1368	7.0	189	1,363	1,552	12.2
	25-29	831	1,783	2614	31.8	803	1,783	2,586	31.1
	30-34	2271	1,634	3905	58.2	1,942	1,611	3,553	54.7
	35-39	4316	1,735	6051	71.3	3,792	1,650	5,442	69.7
	40-44	5907	1,653	7560	78.1	5,589	1,558	7,147	78.2
	45-49	5727	1,193	6920	82.8	5,781	1,242	7,023	82.3
	50-54	3732	797	4529	82.4	4,153	834	4,987	83.3
	55-59	1638	354	1992	82.2	1,746	366	2,112	82.7
	60-64	460	95	555	82.9	562	125	687	81.8
	65+	88	18	106	83.0	116	23	139	83.5
	Subtotal		25,068	10,623	35,691	70.2	24,675	10,650	35,325
% under 35		12.8	45.0	22.4	1.4	11.9	45.6	22.0	1.4

Employment Statistics for the Federal Public Service

Table 10. Occupational Category, Employment Type and Age Band (cont'd)

Occupational Category	Age Band	MARCH 1999				MARCH 2000				
		Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	
Operational	16-19	0	27	27	0.0	1	46	47	2.1	
	20-24	113	324	437	25.9	153	306	459	33.3	
	25-29	670	554	1,224	54.7	830	481	1,311	63.3	
	30-34	1,340	499	1,839	72.9	1,195	446	1,641	72.8	
	35-39	2,509	691	3,200	78.4	2,191	596	2,787	78.6	
	40-44	3,640	608	4,248	85.7	3,238	652	3,890	83.2	
	45-49	3,678	469	4,147	88.7	3,503	475	3,978	88.1	
	50-54	2,501	337	2,838	88.1	2,599	341	2,940	88.4	
	55-59	1,338	159	1,497	89.4	1,368	198	1,566	87.4	
	60-64	366	63	429	85.3	356	83	439	81.1	
	65+	50	14	64	78.1	57	14	71	80.3	
	Subtotal		16,205	3,745	19,950	81.2	15,491	3,638	19,129	81.0
	% under 35		13.1	37.5	17.7	1.9	14.1	35.2	18.1	2.1

Employment Statistics for the Federal Public Service

Table 10. Occupational Category, Employment Type and Age Band (cont'd)

Occupational Category	Age Band	MARCH 1999				MARCH 2000			
		Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal	Indeterminate and Seasonal	Terms and Casuals	Total	% of Indeterminate and Seasonal
Grand Total	16-19	13	134	147	8.8	20	156	176	11.4
	20-24	515	2,426	2,941	17.5	832	2,773	3,605	23.1
	25-29	4,163	4,758	8,921	46.7	4,614	5,239	9,853	46.8
	30-34	10,375	4,278	14,653	70.8	9,875	4,419	14,294	69.1
	35-39	18,592	4,072	22,664	82.0	17,600	4,166	21,766	80.9
	40-44	26,081	3,505	29,586	88.2	25,008	3,740	28,748	87.0
	45-49	28,671	2,578	31,249	91.8	28,442	2,815	31,257	91.0
	50-54	19,293	1,751	21,044	91.7	21,917	1,948	23,865	91.8
	55-59	7,938	857	8,795	90.3	8,742	1,008	9,750	89.7
	60-64	2,080	292	2,372	87.7	2,389	384	2,773	86.2
	65+	440	94	534	82.4	500	103	603	82.9
Public Service Total		118,161	24,745	142,906	82.7	119,939	26,751	146,690	81.8
	% under 35	12.8	46.9	18.7	1.7	12.8	47.1	19.0	1.8

Note

- March 1999 data exclude all employees of Revenue Canada.

**SECTION III — Detailed Analysis of Separations from the
Federal Public Service**

SECTION III — Detailed Analysis of Separations from the Federal Public Service

This section provides separation statistics for the period of April 1, 1999, to March 31, 2000.

A separation occurs when an individual ceases to be an employee. The separation statistics shown in this report reflect the termination of employment involving indeterminate full- and part-time employees, including employees who leave the Public Service while they are on leave without pay, as recorded in the Mobility File.

Statistics on separations are drawn solely from the Mobility File, derived from the Incumbent File. The Mobility File records transactions on an employee's change of status to show movement into (and out of) the federal Public Service. During the period of Program Review, 1995–96 to 1998–99, this information had to be combined with data from other personnel management systems. This is no longer necessary, however.

Statistical Tables

Table 1. Separations by Reason and Gender

Table 2. Separations by Occupational Category and Reason

Employment Statistics for the Federal Public Service

Table 1. Separations by Reason and Gender

1999–2000

<u>Reason for Separation</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% of Total</u>
Abandonment of position	4	7	11	0.3
Death	148	90	238	5.6
End of specified period	60	121	181	4.3
Layoff	55	32	87	2.1
Rejection during probation	14	5	19	0.4
Release	17	12	29	0.7
Resignation	813	778	1,591	37.6
Retirement	1,068	630	1,698	40.2
Other	221	153	374	8.8
Total	2,400	1,828	4,228	100.0

Notes

- The separations above are those of indeterminate and seasonal employees only.
- The Public Service Commission of Canada accounts for a different number of layoffs than that shown in this report. The discrepancy is mainly due to differences in data sources and in population coverage.

Employment Statistics for the Federal Public Service

Table 2. Separations by Occupational Category and Reason

Occupational Category	Reason for Separation	1999-2000	
		Total	% of Total
Executive	Abandonment of position	0	0.0
	Death	9	6.9
	End of specified period	1	0.8
	Layoff	1	0.8
	Rejection during probation	0	0.0
	Release	0	0.0
	Resignation	44	33.6
	Retirement	73	55.7
	Other	3	2.3
Total		131	100.0

Employment Statistics for the Federal Public Service

Table 2. Separations by Occupational Category and Reason (cont'd)

Occupational Category	Reason for Separation	1999–2000	
		Total	% of Total
Scientific and Professional	Abandonment of position	0	0.0
	Death	18	3.0
	End of specified period	18	3.0
	Layoff	14	2.3
	Rejection during probation	1	0.2
	Release	2	0.3
	Resignation	290	47.5
	Retirement	243	39.8
	Other	24	3.9
	Total	610	100.0

Employment Statistics for the Federal Public Service

Table 2. Separations by Occupational Category and Reason (cont'd)

Occupational Category	Reason for Separation	1999-2000	
		Total	% of Total
Administrative and Foreign Service	Abandonment of position	6	0.4
	Death	92	5.8
	End of specified period	55	3.5
	Layoff	20	1.3
	Rejection during probation	11	0.7
	Release	10	0.6
	Resignation	651	41.0
	Retirement	596	37.6
	Other	146	9.2
	Total	1,587	100.0

Employment Statistics for the Federal Public Service

Table 2. Separations by Occupational Category and Reason (cont'd)

Occupational Category	Reason for Separation	1999–2000	
		Total	% of Total
Technical	Abandonment of position	0	0.0
	Death	29	8.1
	End of specified period	8	2.2
	Layoff	4	1.1
	Rejection during probation	4	1.1
	Release	1	0.3
	Resignation	132	36.8
	Retirement	163	45.4
	Other	18	5.0
	Total	359	100.0

Employment Statistics for the Federal Public Service

Table 2. Separations by Occupational Category and Reason (cont'd)

Occupational Category	Reason for Separation	1999–2000	
		Total	% of Total
Administrative Support	Abandonment of position	4	0.5
	Death	51	6.3
	End of specified period	70	8.6
	Layoff	16	2.0
	Rejection during probation	1	0.1
	Release	7	0.9
	Resignation	306	37.5
	Retirement	307	37.6
	Other	54	6.6
	Total	816	100.0

Employment Statistics for the Federal Public Service

Table 2. Separations by Occupational Category and Reason (cont'd)

Occupational Category	Reason for Separation	1999–2000	
		Total	% of Total
Operational	Abandonment of position	1	0.1
	Death	39	5.4
	End of specified period	29	4.0
	Layoff	32	4.4
	Rejection during probation	2	0.3
	Release	9	1.2
	Resignation	168	23.2
	Retirement	316	43.6
	Other	129	17.8
	Total	725	100.0

Employment Statistics for the Federal Public Service

Table 2. Separations by Occupational Category and Reason (cont'd)

Occupational Category	Reason for Separation	1999–2000	
		Total	% of Total
Grand Total	Abandonment of position	11	0.3
	Death	238	5.6
	End of specified period	181	4.3
	Layoff	87	2.1
	Rejection during probation	19	0.4
	Release	29	0.7
	Resignation	1,591	37.6
	Retirement	1,698	40.2
	Other	374	8.8
	Total	4,228	100.0

Notes

- The separations above are those of indeterminate and seasonal employees only.
- The Public Service Commission of Canada accounts for a different number of layoffs than that shown in this report. The discrepancy is mainly due to differences in data sources and in population coverage.
- Separations are reported using the employee's classification at the time of separation and therefore may include acting situations.

APPENDIX 1 — The Traditional Occupational Categories and Groups

APPENDIX 1 — The Traditional Occupational Categories and Groups

Executive	EX	Executive
	GX	General Executive
Scientific and Professional	AC	Actuarial Science
	AG	Agriculture
	AR	Architecture and Town Planning
	AU	Auditing
	BI	Biological Sciences
	CH	Chemistry
	DE	Dentistry
	DS	Defence Scientific Service
	ES	Economics, Sociology and Statistics
	ED	Education
	EN	Engineering and Land Survey
	FO	Forestry
	HR	Historical Research
	HE	Home Economics
	LA	Law
	LS	Library Science
	MA	Mathematics
	MD	Medicine
	MT	Meteorology
	ND	Nutrition and Dietetics
	NU	Nursing
	OP	Occupational and Physical Therapy
	PH	Pharmacy
	PC	Physical Sciences
	PS	Psychology
	SE	Scientific Research
SG	Scientific Regulation	
SG	Patent	
SW	Social Work	
UT	University Teaching	
VM	Veterinary Medicine	

APPENDIX 1 — The Traditional Occupational Categories and Groups *(cont'd)*

Administrative and Foreign Service	AS	Administrative Services
	CA	Career Assignment
	CO	Commerce
	CS	Computer Systems Administration
	FI	Financial Administration
	FS	Foreign Service
	IS	Information Services
	MM	Management Trainee
	OM	Organization and Methods
	PE	Personnel Administration
	PG	Purchasing and Supply
	PM	Programme Administration
	TR	Translation
WP	Welfare Programmes	
Technical	AI	Air Traffic Control
	AO	Aircraft Operations
	DD	Drafting and Illustration
	EG	Engineering and Scientific Support
	EL	Electronics
	EU	Educational Support
	GT	General Technical
	PI	Primary Products Inspection
	PY	Photography
	RO	Radio Operations
	SI	Social Science Support
	SO	Ships' Officers
	TE	Temporary Civilian Employees
TI	Technical Inspection	
Administrative Support	CM	Communications
	CR	Clerical and Regulatory
	DA	Data Processing
	OE	Office Equipment
	ST	Secretarial, Stenographic and Typing

APPENDIX 1 — The Traditional Occupational Categories and Groups *(cont'd)*

Operational	CX (NS)	Correctional Services
	FR (NS)	Firefighters
	GL (NS)	General Labour and Trades
	GS (NS)	General Services
	HP (NS)	Heating, Power and Stationary Plant Operation
	HS (NS)	Hospital Services
	LI (NS)	Lightkeepers
	PR (NS)	Printing Operations
	SC (NS)	Ships' Crews
	SR (NS)	Ship Repair (East)
	SR (NS)	Ship Repair (West)
	CX (S)	Correctional Services
	FR (S)	Firefighters
	GL (S)	General Labour and Trades
	GS (S)	General Services
	HP (S)	Heating, Power and Stationary Plant Operation
	HS (S)	Hospital Services
	LI (S)	Lightkeepers
PR (S)	Printing Operations	
SC (S)	Ships' Crews	
SR (S)	Ship Repair (East)	
SR (S)	Ship Repair (East) Chargehands	
SR (S)	Ship Repair (West)	

Notes

- "NS" stands for non-supervisory.
- "S" stands for supervisory.

**APPENDIX 2 — The New Occupational Group Structure
as of March 1999**

APPENDIX 2 — The New Occupational Group Structure as of March 1999

Executive	EX	Executive
	GX	General Executive
Career Assignment	CA	Career Assignment
Applied Science and Engineering (AP)	AC	Actuarial Science
	AG	Agriculture
	AR	Architecture and Town Planning
	BI	Biological Sciences
	CH	Chemistry
	EN	Engineering and Land Survey
	FO	Forestry
	MT	Meteorology
	PC	Physical Sciences
	SG-SRE	Scientific Regulation
SG-PAT	Patent	
Audit, Commerce Purchasing (AV)	AU	Auditing
	PG	Purchasing and Supply
	CO	Commerce
Economics and Social Science Services (EC)	ES	Economics, Sociology and Statistics
	SI	Social Science Support
Education and Library Science (EB)	ED	Education
	LS	Library Science
	EU	Educational Support

APPENDIX 2 — The New Occupational Group Structure as of March 1999 *(cont'd)*

Health Services (SH)	DE	Dentistry
	ND	Nutrition and Dietetics
	MD	Medicine
	NU	Nursing
	OP	Occupational and Physical Therapy
	PH	Pharmacy
	PS	Psychology
	SW	Social Work
	VM	Veterinary Medicine
Research (RE)	HR	Historical Research
	MA	Mathematics
	SE	Scientific Research
	DS	Defence Scientific Service
Law	LA	Law
University Teaching	UT	University Teaching
Program and Administrative Services (PA)	AS	Administrative Services
	IS	Information Services
	PM	Programme Administration
	WP	Welfare Programmes
	CM	Communications
	DA	Data Processing
	CR	Clerical and Regulatory
	OE	Office Equipment
	ST	Secretarial, Stenographic and Typing
Computer Systems	CS	Computer Systems
Financial Management	FI	Financial Management

APPENDIX 2 — The New Occupational Group Structure as of March 1999 *(cont'd)*

Human Resources Management (HM)	OM PE	Organization and Methods Personnel Administration
Foreign Service	FS	Foreign Service
Translation	TR	Translation
Management Trainee	MM	Management Trainee
Aircraft Operations	AO	Aircraft Operations
Air Traffic Control	AI	Air Traffic Control
Technical Services (TC)	DD EG GT PY PI TI	Drafting and Illustration Engineering and Scientific Support General Technical Photography Primary Products Inspection Technical Inspection
Electronics	EL	Electronics
Radio Operations	RO	Radio Operations
Ships' Officers	SO	Ships' Officers
Correctional Services	CX (S & NS)	Correctional Services

Employment Statistics for the Federal Public Service

APPENDIX 2 — The New Occupational Group Structure as of March 1999 (cont'd)

Operational Services (SV)	FR (S & NS)	Firefighters
	GL (S & NS)	General Labour and Trades
	GS (S & NS)	General Services
	HP (S & NS)	Heating, Power and Stationary Plant Operation
	HS (S & NS)	Hospital Services
	LI (S & NS)	Lightkeepers
	PR (S)	Printing Operations
	SC (S & NS)	Ships' Crews
Printing Operations	PR (NS)	Printing Operations
Ship Repair – East	SR (NS & S)	Ship Repair – East
Ship Repair – West	SR (NS & S)	Ship Repair – West
Ship Repair Chargehands	SR-CHA	Ship Repair Chargehands and Production Supervisors
Temporary Civilian Employees – Not assigned	TE	Temporary Civilian Employees

Notes

- “NS” stands for non-supervisory.
- “S” stands for supervisory.
- Barring any obstacles, this new structure will be reflected in next year’s report.