Workforce Profile Report BC Public Service August 2013

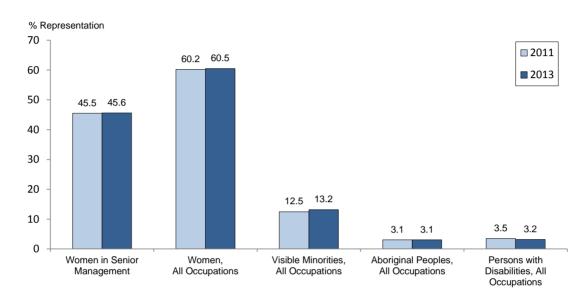


BC Public Service Indicators of Progress

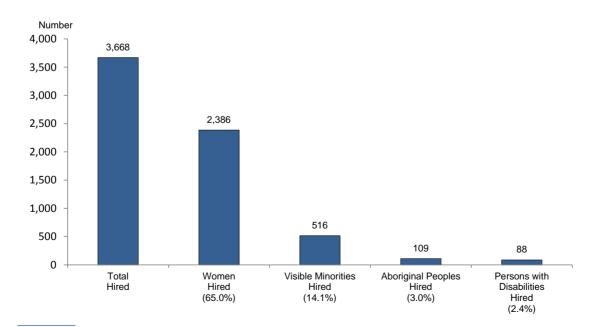
Regular Employees

(current number of Regular Employees = 23,261)

% Representation by Designated Group



Hiring of Regulars, March 2011 to August 2013



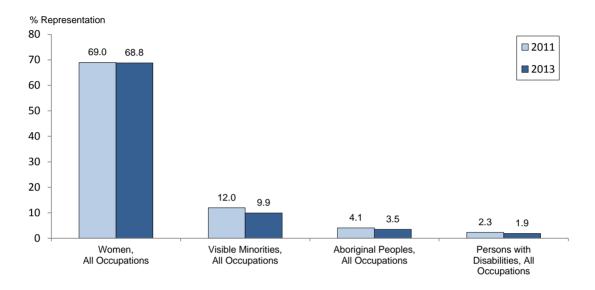
BCStats

BC Public Service Indicators of Progress

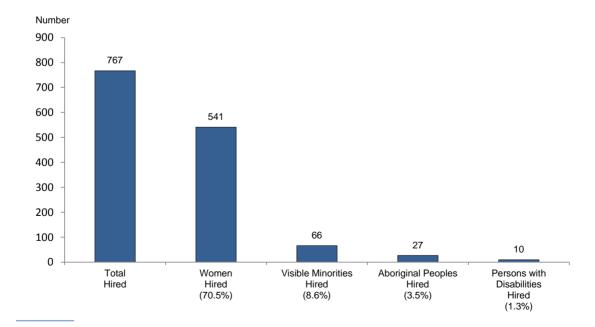
Auxiliary Employees

(current number of Auxiliary Employees = 1,027)

% Representation by Designated Group



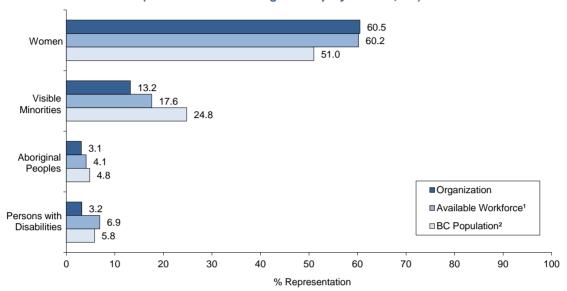
Hiring of Auxiliaries, March 2011 to August 2013



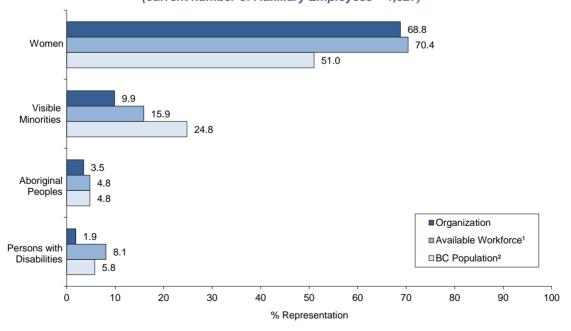
BCStats

BC Public Service Compared to the BC Workforce and Population

Regular Employees (current number of Regular Employees = 23,261)



Auxiliary Employees (current number of Auxiliary Employees = 1,027)



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

S 3 or more employees in designated group, but suppressed to prevent residual disclosure.

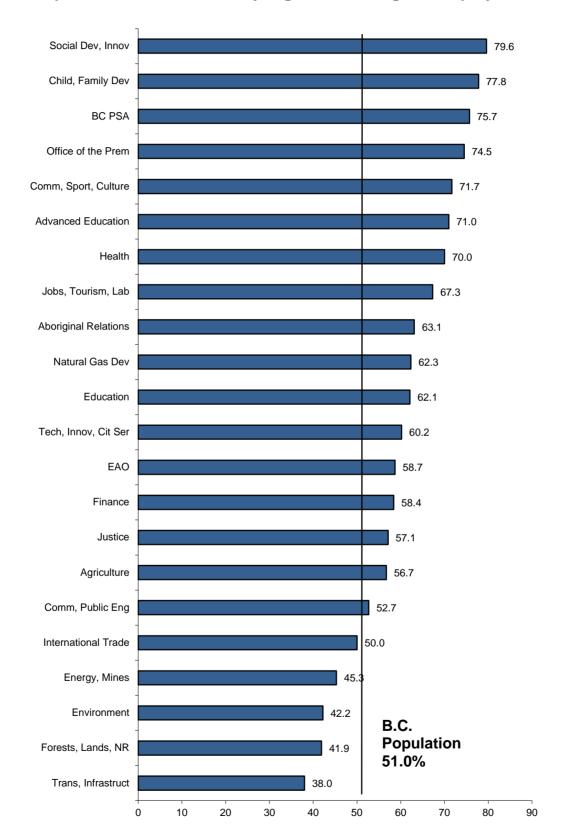


² Statistics Canada, 2006 Census.

<3 Data suppressed; fewer than 3 employees in designated group.</p>

BC Public Service

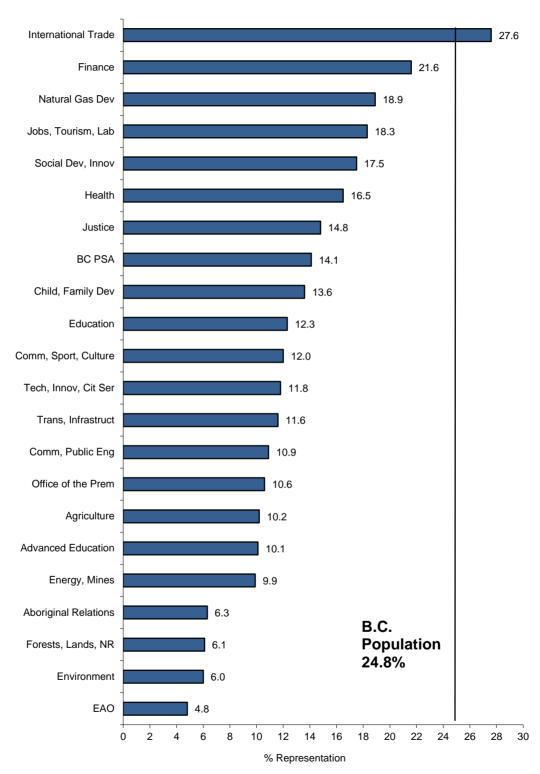
% Representation of women by organization, regular employees





Visible Minorities

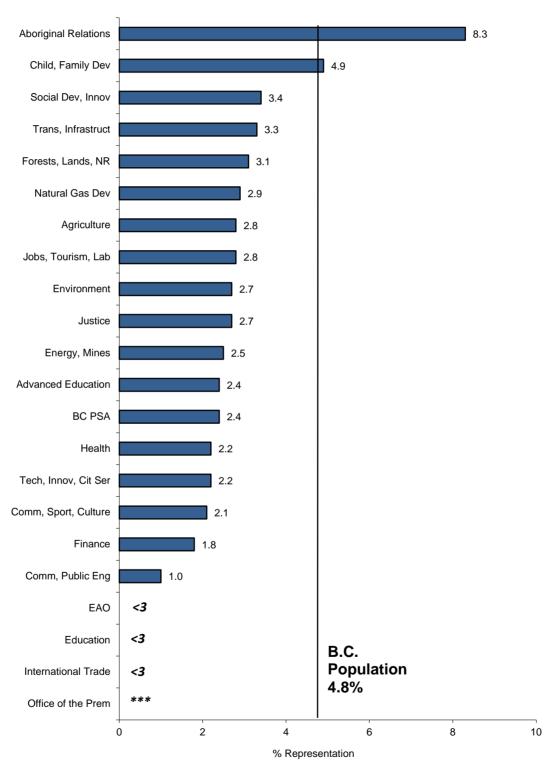
% of regular employees who self-identified, by organization





BC Public Service Aboriginal Peoples

% of regular employees who self-identified, by organization

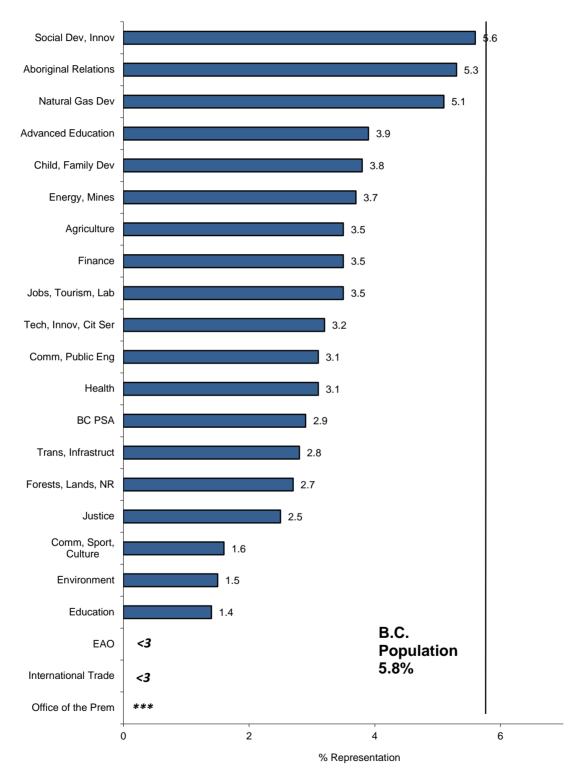


- <3 Data suppressed; fewer than 3 employees in designated group.</p>
- *** Data suppresed; organization has too few employees to report.



BC Public Service Persons with Disabilities

% of regular employees who self-identified, by organization



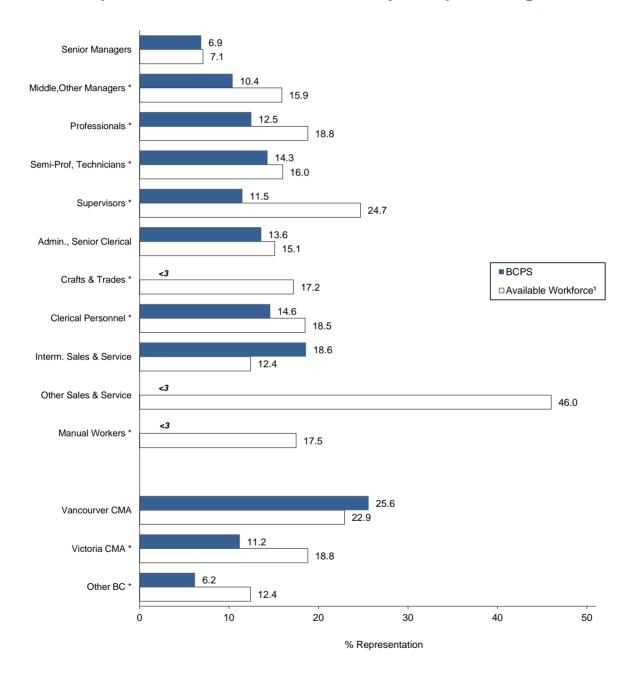
<3 Data suppressed; fewer than 3 employees in designated group.</p>

^{***} Data suppresed; organization has too few employees to report.



Regular Employees (current number of Regular Employees = 23,261)

Representation of Visible Minorities by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

^{*} Significant under-representation.



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					4	-	vith Significan
	O O TOTALION TOP TO CONTAINON				Workforce ¹	-	resentation ²
				Visible	Visible	Expected	
		Non-		Minority	,	Number	Shortfall
	Visible	Visible		As %	As %	of Visible	of Visible
Occupation Group	Minority	Minority	Total	of Total	of Total	Minority	Minority
Senior Managers	66	897	963	6.9	7.1		
Middle and Other Managers	197	1,697	1,894	10.4	15.9	301	104
Professionals	1,283	8,942	10,225	12.5	18.8	1,922	639
Semi-Professionals, Technicians	300	1,795	2,095	14.3	16.0	335	35
Supervisors	71	547	618	11.5	24.7	153	82
**Sub-Total	1,917	13,878	15,795	12.1	17.9	2,827	910
Administrative & Senior Clerical	200	1,276	1,476	13.6	15.1		
Crafts and Trades	<3	<3	44	<3	17.2		x
Clerical Personnel	541	3,165	3,706	14.6	18.5	686	145
Intermediate Sales & Service	410	1,791	2,201	18.6	12.4		
Other Sales & Service Personnel	<3	<3	6	<3	46.0		
Manual Workers	<3	<3	33	<3	17.5		x
Occupations Not Stated			0				
**Sub-Total	1,156	6,310	7,466	15.5	17.2	1,284	128
Total, All Occupations	3,073	20,188	23,261	13.2	17.6	4,094	1,021

	Gover	nment R	epreser	ntation	Available Workforce ¹		h Significant resentation ²
				Visible	Visible	Expected	
		Non-		Minority	Minority	Number	Shortfall
	Visible	Visible		As %	As %	of Visible	of Visible
Region	Minority	Minority	Total	of Total	of Total	Minority	Minority
Vancouver CMA	1,547	4,494	6,041	25.6	22.9		
Victoria CMA	1,031	8,153	9,184	11.2	18.8	1,727	696
Other B.C. and Not Specified	495	7,541	8,036	6.2	12.4	996	501
Total B.C.	3,073	20,188	23,261	13.2	17.6	4,094	1,021

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² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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	Gover	nment Re	epreser	itation	Available Workforce ¹	-	vith Significant resentation ²
Occupation Group	Visible Minority	Non- Visible Minority	Total	Visible Minority As % of Total	Visible Minority As % of Total	Expected Number of Visible Minority	Shortfall of Visible Minority
Senior Managers	<3	<3	7	<3	8.2		
Middle and Other Managers	3	5	8	37.5	20.0		
Professionals	28	287	315	8.9	15.4	49	21
Semi-Professionals, Technicians	S	S	160	S	12.0		x
Supervisors	<3	<3	3	<3	24.7		
**Sub-Total	42	451	493	8.5	14.2	70	28
Administrative & Senior Clerical Crafts and Trades	S <3	S < 3	30 1	S <3	15.6 12.7		
Clerical Personnel	38	347	385	9.9	16.7	64	26
Intermediate Sales & Service	18	57	75	24.0	15.9	04	20
Other Sales & Service Personnel	<3	<3	3	<3	52.4		
Manual Workers	<3	<3	25	<3	11.1		
Occupations Not Stated	<3	<3	15	<3	23.2		
**Sub-Total	60	474	534	11.2	16.6	89	29
Total, All Occupations	102	925	1,027	9.9	15.9	163	61

	Gover	nment Re	epreser	ntation	Available Workforce ¹		h Significant resentation ²
	Visible				Visible	Expected	
		Non-		Minority	Minority	Number	Shortfall
	Visible	Visible		As %	As %	of Visible	of Visible
Region	Minority	Minority	Total	of Total	of Total	Minority	Minority
Vancouver CMA	58	271	329	17.6	28.0	92	34
Victoria CMA	24	261	285	8.4	14.3	41	17
Other B.C. and Not Specified	20	393	413	4.8	9.5	39	19
Total B.C.	102	925	1,027	9.9	15.9	163	61

¹ The representation of visible minorities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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					Available	Occupations v	vith Significan
	Government Representation				Workforce ¹	Under-Rep	resentation ²
				Visible	Visible	Expected	
		Non-		Minority	,	Number	Shortfall
	Visible	Visible		As %	As %	of Visible	of Visible
Occupation Group	Minority	Minority	Total	of Total	of Total	Minority	Minority
Senior Managers	S	S	970	S	7.1		
Middle and Other Managers	200	1,702	1,902	10.5	15.9	302	102
Professionals	1,311	9,229	10,540	12.4	18.7	1,971	660
Semi-Professionals, Technicians	S	S	2,255	S	15.6		
Supervisors	S	S	621	S	24.7		
**Sub-Total	1,959	14,329	16,288	12.0	17.8	2,899	940
Administrative & Senior Clerical	S	S	1,506	S	15.1		
Crafts and Trades	<3	<3	45	<3	17.1		x
Clerical Personnel	579	3,512	4,091	14.2	18.3	749	170
Intermediate Sales & Service	428	1,848	2,276	18.8	12.5		
Other Sales & Service Personnel	<3	<3	9	<3	48.1		x
Manual Workers	<3	<3	58	<3	15.0		x
Occupations Not Stated	<3	<3	15	<3	23.2		
**Sub-Total	1,216	6,784	8,000	15.2	17.2	1,376	160
Total, All Occupations	3,175	21,113	24,288	13.1	17.5	4,250	1,075

	Gover	nment R	epreser	ntation	Available Workforce ¹		h Significant resentation ²
				Visible	Visible	Expected	
		Non-		Minority	Minority	Number	Shortfall
	Visible	Visible		As %	As %	of Visible	of Visible
Region	Minority	Minority	Total	of Total	of Total	Minority	Minority
Vancouver CMA	1,605	4,765	6,370	25.2	23.2		
Victoria CMA	1,055	8,414	9,469	11.1	18.6	1,761	706
Other B.C. and Not Specified	515	7,934	8,449	6.1	12.2	1,031	516
Total B.C.	3,175	21,113	24,288	13.1	17.5	4,250	1,075

¹ The representation of visible minorities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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Flow Report, 2011 to 2013

			Regular			Auxiliary	
		Visible Minority	Non- Visible Minority	Total	Visible Minority	Non- Visible Minority	Total
Employed 2011 Employed 2013		2,962 3,073	20,685 20,188	23,647 23,261	135 102	994 925	1,129 1,027
Hiring							
Hired from Outside	Number	464	2,831	3,295	66	701	767
	% Share	14.1	85.9	100.0	8.6	91.4	100.0
Total New Hires to	Number	464	2,831	3,295	66	701	767
BC Public Service	% Share	14.1	85.9	100.0	8.6	91.4	100.0
Changed Status from Auxiliary	Number	52	321	373			
to Regular ¹	% Share	13.9	86.1	100.0			
Total New Regulars to BC Public Service	Number % Share	516 14.1	3,152 85.9	3,668 100.0			
Separations							
Left BC Government	Number % Share	476 11.7	3,602 88.3	4,078 100.0	51 10.8	421 89.2	472 100.0
Total Separations	Number % Share	476 11.7	3,602 88.3	4,078 100.0	51 10.8	421 89.2	472 100.0
Changed Status from Auxiliary to Regular ¹	Number % Share				52 13.9	321 86.1	373 100.0
Total Flow out of Auxiliary	Number % Share				103 12.2	742 87.8	845 100.0
Promotions ²							
Promoted Within Same	Number	369	2,469	2,838	S	S	20
Ministry	% Share	13.0	87.0	100.0	S	S	100.0
Promoted from Other	Number	96	515	611	<3	<3	8
Ministry	% Share	15.7	84.3	100.0	<3	<3	100.0
Total Promotions	Number % Share	465 13.5	2,984 86.5	3,449 100.0	3 10.7	25 89.3	28 100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.



² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

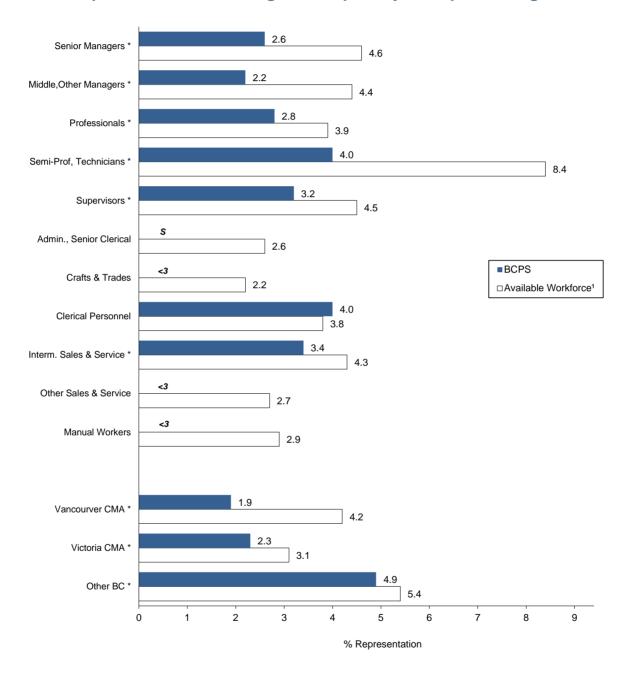
<3 Data suppressed because value is less than 3.</p>

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Regular Employees

(current number of Regular Employees = 23,261)

Representation of Aboriginal Peoples by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

^{*} Significant under-representation.



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 $^{{\}bf S} \ \ {\bf Three \ or \ more \ employees \ in \ designated \ group, \ but \ suppressed \ to \ prevent \ residual \ disclosure.}$

						Occupations w	
	Gover	nment Rep	oresen	tation	Workforce ¹	Under-Repr	esentation ²
Occupation Group	Aboriginal	Non- Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Senior Managers	25	938	963	2.6	4.6	44	19
Middle and Other Managers	42	1,852	1,894	2.2	4.4	83	41
Professionals	284	9,941	10,225	2.8	3.9	399	115
Semi-Professionals, Technicians	83	2,012	2,095	4.0	8.4	176	93
Supervisors	20	598	618	3.2	4.5	28	8
**Sub-Total	454	15,341	15,795	2.9	4.6	727	273
Administrative & Senior Clerical	S	S	1,476	S	2.6		
Crafts and Trades	<3	<3	44	<3	2.2		
Clerical Personnel	149	3,557	3,706	4.0	3.8		
Intermediate Sales & Service	74	2,127	2,201	3.4	4.3	95	21
Other Sales & Service Personnel	<3	<3	6	<3	2.7		
Manual Workers	<3	<3	33	<3	2.9		
Occupations Not Stated			0				
**Sub-Total	264	7,202	7,466	3.5	3.6		
Total, All Occupations	718	22,543	23,261	3.1	4.1	954	236

	Goveri	nment Rej	oresen	tation	Available Workforce ¹	Regions with Significant Under-Representation ²	
						Expected	
				Aboriginal	Aboriginal	Number	Shortfall
		Non-		As %	As %	of	of
Region	Aboriginal	Aboriginal	Total	of Total	of Total	Aboriginal	Aboriginal
Vancouver CMA	116	5,925	6,041	1.9	4.2	254	138
Victoria CMA	210	8,974	9,184	2.3	3.1	285	75
Other B.C. and Not Specified	392	7,644	8,036	4.9	5.4	434	42
Total B.C.	718	22,543	23,261	3.1	4.1	954	236

¹ The representation of Aboriginal Peoples in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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	Goveri	nment Rep	resen	tation	Available Occupations with Significa Workforce Under-Representation			
Occupation Group	Aboriginal	Non- Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal	
Senior Managers	<3	<3	7	<3	3.1			
Middle and Other Managers	<3	<3	8	<3	2.2			
Professionals	13	302	315	4.1	5.4	17	4	
Semi-Professionals, Technicians	S	S	160	S	6.7		x	
Supervisors	<3	<3	3	<3	4.5			
**Sub-Total	18	475	493	3.7	5.8	29	11	
Administrative & Senior Clerical	<3	<3	30	<3	2.7			
Crafts and Trades	<3	<3	1	<3	2.4			
Clerical Personnel	15	370	385	3.9	4.4			
Intermediate Sales & Service	<3	<3	75	<3	4.1			
Other Sales & Service Personnel	<3	<3	3	<3	2.3			
Manual Workers	<3	<3	25	<3	12.4			
Occupations Not Stated	<3	<3	15	<3	4.1			
**Sub-Total	18	516	534	3.4	4.4	23	5	
Total, All Occupations	36	991	1,027	3.5	4.8	49	13	

	Goveri	vernment Representation		Available Workforce ¹		h Significant resentation ²	
Region	Aboriginal	Non- Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Vancouver CMA	9	320	329	2.7	3.9	13	4
Victoria CMA Other B.C. and Not Specified	8 19	277 394	285 413	2.8 4.6	3.2 6.6	27	8
Total B.C.	36	991	1,027	3.5	4.8	49	13

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					Available	Occupations v	with Significant
	Gover	nment Rep	oresen	tation	Workforce ¹	Under-Rep	resentation ²
						Expected	
				Aboriginal	J	Number	Shortfall
		Non-		As %	As %	of	of
Occupation Group	Aboriginal	Aboriginal	Total	of Total	of Total	Aboriginal	Aboriginal
Senior Managers	S	S	970	S	4.6		
Middle and Other Managers	S	S	1,902	S	4.4		
Professionals	297	10,243	10,540	2.8	4.0	422	125
Semi-Professionals, Technicians	S	S	2,255	S	8.2		
Supervisors	S	S	621	S	4.5		
**Sub-Total	472	15,816	16,288	2.9	4.6	749	277
Administrative & Senior Clerical	S	S	1,506	S	2.6		
Crafts and Trades	<3	<3	45	<3	2.2		
Clerical Personnel	164	3,927	4,091	4.0	3.8		
Intermediate Sales & Service	S	S	2,276	S	4.3		
Other Sales & Service Personnel	<3	<3	9	<3	2.6		
Manual Workers	<3	<3	58	<3	6.5		x
Occupations Not Stated	<3	<3	15	<3	4.1		
**Sub-Total	282	7,718	8,000	3.5	3.7		
Total, All Occupations	754	23,534	24,288	3.1	4.2	1,020	266

	Goveri	nment Re _l	presen	tation	Available Workforce ¹	Regions with Significant Under-Representation ²		
Region	Aboriginal	Non- Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal	
Vancouver CMA	125	6,245	6,370	2.0	4.2	268	143	
Victoria CMA Other B.C. and Not Specified	218 411	9,251 8,038	9,469 8,449	2.3 4.9	3.1 5.5	294 465	76 54	
Total B.C.	754	23,534	24,288	3.1	4.2	1,020	266	

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BC Public Service Flow Report, 2011 to 2013

			Regular			Auxiliary	
		Aboriginal	Non- Aboriginal	Total	Aboriginal	Non- Aboriginal	Total
Employed 2011 Employed 2013		729 718	22,918 22,543	23,647 23,261	46 36	1,083 991	1,129 1,027
Hiring							
Hired from Outside	Number % Share	98 3.0	3,197 97.0	3,295 100.0	27 3.5	740 96.5	767 100.0
Total New Hires to BC Public Service	Number % Share	98 3.0	3,197 97.0	3,295 100.0	27 3.5	740 96.5	767 100.0
Changed Status from Auxiliary to Regular ¹	Number % Share	11 2.9	362 97.1	373 100.0			
Total New Regulars to BC Public Service	Number % Share	109 3.0	3,559 97.0	3,668 100.0			
Separations							
Left BC Government	Number % Share	124 3.0	3,954 97.0	4,078 100.0	23 4.9	449 95.1	472 100.0
Total Separations	Number % Share	124 3.0	3,954 97.0	4,078 100.0	23 4.9	449 95.1	472 100.0
Changed Status from Auxiliary to Regular ¹	Number % Share				11 2.9	362 97.1	373 100.0
Total Flow out of Auxiliary	Number % Share				34 4.0	811 96.0	845 100.0
Promotions ²							
Promoted Within Same Ministry	Number % Share	79 2.8	2,759 97.2	2,838 100.0	<3 <3	<3 <3	20 100.0
Promoted from Other Ministry	Number % Share	17 2.8	594 97.2	611 100.0	<3 <3	<3 <3	8 100.0
Total Promotions	Number % Share	96 2.8	3,353 97.2	3,449 100.0	<3 <3	<3 <3	28 100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.



² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

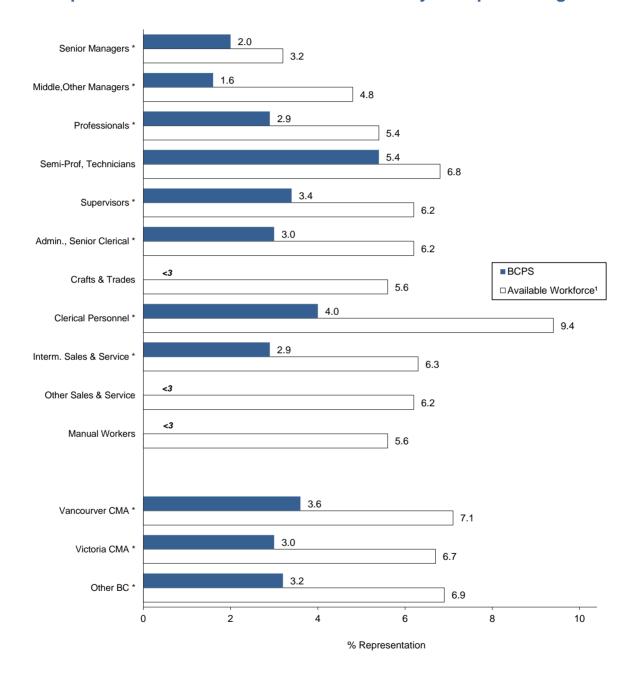
<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but suppressed to prevent residual disclosure.

Regular Employees

(current number of Regular Employees = 23,261)

Representation of Persons with Disabilities by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

^{*} Significant under-representation.



<3 Data suppressed; fewer than 3 employees in designated group.</p>

S Three or more employees in designated group, but suppressed to prevent residual disclosure.

					Available	_	ith Significant
	Gover	nment Rep	present	ation	Workforce ¹	Under-Repr	esentation ²
						Expected	
				Disabled	Disabled	Number	Shortfall
		Non-		As %	As %	of	of
Occupation Group	Disabled	Disabled	Total	of Total	of Total	Disabled	Disabled
Senior Managers	19	944	963	2.0	3.2	31	12
Middle and Other Managers	30	1,864	1,894	1.6	4.8	91	61
Professionals	301	9,924	10,225	2.9	5.4	552	251
Semi-Professionals, Technicians	114	1,981	2,095	5.4	6.8		
Supervisors	21	597	618	3.4	6.2	38	17
**Sub-Total	485	15,310	15,795	3.1	5.4	853	368
Administrative & Senior Clerical	45	1,431	1,476	3.0	6.2	92	47
Crafts and Trades	<3	<3	44	<3	5.6		
Clerical Personnel	149	3,557	3,706	4.0	9.4	348	199
Intermediate Sales & Service	63	2,138	2,201	2.9	6.3	139	76
Other Sales & Service Personnel	<3	<3	6	<3	6.2		
Manual Workers	<3	<3	33	<3	5.6		
Occupations Not Stated			0				
**Sub-Total	260	7,206	7,466	3.5	8.5	635	375
Total, All Occupations	745	22,516	23,261	3.2	6.9	1,605	860

	Goveri	nment Re	present	ation	Available Workforce ¹	Regions with Under-Repr	n Significant esentation ²
						Expected	
				Disabled	Disabled	Number	Shortfall
		Non-		As %	As %	of	of
Region	Disabled	Disabled	Total	of Total	of Total	Disabled	Disabled
Vancouver CMA	215	5,826	6,041	3.6	7.1	429	214
Victoria CMA	276	8,908	9,184	3.0	6.7	615	339
Other B.C. and Not Specified	254	7,782	8,036	3.2	6.9	554	300
Total B.C.	745	22,516	23,261	3.2	6.9	1,605	860

¹ The representation of Persons with Disabilities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

x Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.



² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority. Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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	Govern	nment Rep	resent	ation	Available Workforce ¹		rith Significant
Occupation Group	Disabled	Non- Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Senior Managers	<3	<3	7	<3	3.2		
Middle and Other Managers	<3	<3	8	<3	4.8		
Professionals	5	310	315	1.6	5.3	17	12
Semi-Professionals, Technicians	S	S	160	S	6.8		
Supervisors	<3	<3	3	<3	6.2		
**Sub-Total	15	478	493	3.0	5.8	29	14
Administrative & Senior Clerical	<3	<3	30	<3	6.2		
Crafts and Trades	<3	<3	1	<3	5.6		
Clerical Personnel	S	S	385	S	9.4		x
Intermediate Sales & Service	<3	<3	75	<3	6.3		x
Other Sales & Service Personnel	<3	<3	3	<3	6.2		
Manual Workers	<3	<3	25	<3	5.6		
Occupations Not Stated	<3	<3	15	<3	6.2		
**Sub-Total	4	530	534	0.7	9.1	49	45
Total, All Occupations	19	1,008	1,027	1.9	8.1	83	64

	Goveri	nment Rep	resent	ation	Available Workforce ¹	Regions with Significant Under-Representation ²		
						Expected		
				Disabled	Disabled	Number	Shortfall	
		Non-		As %	As %	of	of	
Region	Disabled	Disabled	Total	of Total	of Total	Disabled	Disabled	
Vancouver CMA	11	318	329	3.3	7.9	26	15	
Victoria CMA	3	282	285	1.1	8.2	23	20	
Other B.C. and Not Specified	5	408	413	1.2	8.1	33	28	
Total B.C.	19	1,008	1,027	1.9	8.1	83	64	

¹ The representation of Persons with Disabilities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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					Available	_	ith Significant
	Gover	nment Re _l	present	ation	Workforce ¹	Under-Repr	esentation ²
						Expected	
				Disabled	Disabled	Number	Shortfall
		Non-		As %	As %	of	of
Occupation Group	Disabled	Disabled	Total	of Total	of Total	Disabled	Disabled
Senior Managers	S	S	970	S	3.2		
Middle and Other Managers	S	S	1,902	S	4.8		
Professionals	306	10,234	10,540	2.9	5.4	569	263
Semi-Professionals, Technicians	S	S	2,255	S	6.8		
Supervisors	S	S	621	S	6.2		
**Sub-Total	500	15,788	16,288	3.1	5.5	896	396
Administrative & Senior Clerical	S	S	1,506	S	6.2		
Crafts and Trades	<3	<3	45	<3	5.6		
Clerical Personnel	S	S	4,091	S	9.4		
Intermediate Sales & Service	S	S	2,276	S	6.3		
Other Sales & Service Personnel	<3	<3	9	<3	6.2		
Manual Workers	<3	<3	58	<3	5.6		
Occupations Not Stated	<3	<3	15	<3	6.2		
**Sub-Total	264	7,736	8,000	3.3	8.5	680	416
Total, All Occupations	764	23,524	24,288	3.1	6.9	1,676	912

	Goveri	nment Re	present	ation	Available Workforce ¹	Regions with Significant Under-Representation ²	
						Expected	
				Disabled	Disabled	Number	Shortfall
		Non-		As %	As %	of	of
Region	Disabled	Disabled	Total	of Total	of Total	Disabled	Disabled
Vancouver CMA	226	6,144	6,370	3.5	7.1	452	226
Victoria CMA	279	9,190	9,469	2.9	6.8	644	365
Other B.C. and Not Specified	259	8,190	8,449	3.1	6.9	583	324
Total B.C.	764	23,524	24,288	3.1	6.9	1,676	912

¹ The representation of Persons with Disabilities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority. Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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Flow Report, 2011 to 2013

			Regular			Auxiliary	
		Disabled	Non- Disabled	Total	Disabled	Non- Disabled	Total
Employed 2011 Employed 2013		823 745	22,824 22,516	23,647 23,261	26 19	1,103 1,008	1,129 1,027
Hiring							
Hired from Outside	Number % Share	76 2.3	3219 97.7	3295 100.0	10 1.3	757 98.7	767 100.0
Total New Hires to BC Public Service	Number % Share	76 2.3	3219 97.7	3295 100.0	10 1.3	757 98.7	767 100.0
Changed Status from Auxiliary to Regular ¹	Number % Share	12 3.2	361 96.8	373 100.0			
Total New Regulars to BC Public Service	Number % Share	88 2.4	3580 97.6	3668 100.0			
Separations							
Left BC Government	Number % Share	178 4.4	3900 95.6	4078 100.0	7 1.5	465 98.5	472 100.0
Total Separations	Number % Share	178 4.4	3900 95.6	4078 100.0	7 1.5	465 98.5	472 100.0
Changed Status from Auxiliary to Regular ¹	Number % Share				12 3.2	361 96.8	373 100.0
Total Flow out of Auxiliary	Number % Share				19 2.2	826 97.8	845 100.0
Promotions							
Promoted Within Same Ministry Promoted from Other	Number % Share	66 2.3 17	2772 97.7 594	2838 100.0 611	<3 <3 <3	<3 <3 <3	20 100.0 8
Ministry	Number % Share	2.8	97.2	100.0	<3 <3	<3 <3	100.0
Total Promotions	Number % Share	83 2.4	3366 97.6	3449 100.0	<3 <3	<3 <3	28 100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.



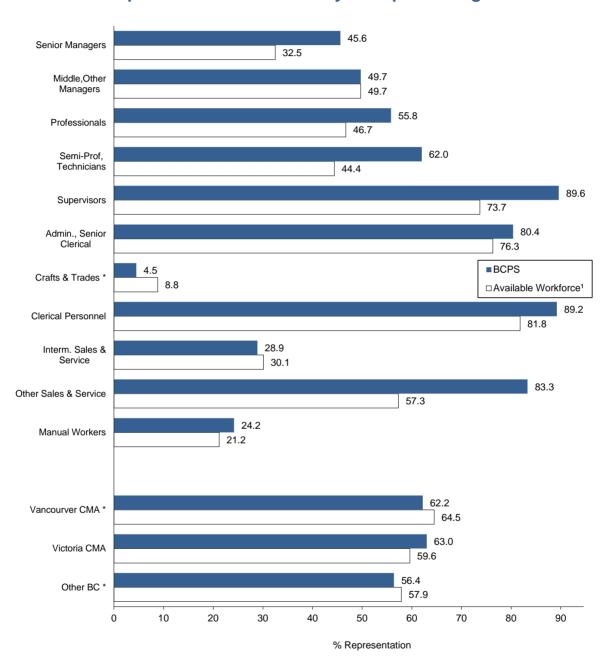
² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

<3 Data suppressed because value is less than 3.

 $^{{\}it S}$ Value is 3 or greater, but suppressed to prevent residual disclosure.

Regular Employees (current number of Regular Employees = 23,261)

Representation of Women by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

^{*} Significant under-representation.



<3 Data suppressed; fewer than 3 employees in designated group.</p>

 $^{{\}sf S}{\sf \ }$ Three or more employees in designated group, but suppressed to prevent residual disclosure.

Representation by Occupation/Region Compared to the Available Workforce Regular Employees

	Gover	nment	Represen	tation	Available Workforce ¹			
Occupation Group	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women	
Senior Managers	439	524	963	45.6	32.5			
Middle and Other Managers	942	952	1,894	49.7	49.7			
Professionals	5,703	4,522	10,225	55.8	46.7			
Semi-Professionals, Technicians	1,299	796	2,095	62.0	44.4			
Supervisors	554	64	618	89.6	73.7			
**Sub-Total	8,937	6,858	15,795	56.6	46.8			
Administrative & Senior Clerical Crafts and Trades	1,186	290 42	1,476 44	80.4 4.5	76.3 8.8	4	2	
Clerical Personnel	3,307	399	3,706	89.2	81.8	-	2	
Intermediate Sales & Service	636	1,565	2,201	28.9	30.1			
Other Sales & Service Personnel	5	1	6	83.3	57.3			
Manual Workers	8	25	33	24.2	21.2			
Occupations Not Stated			0					
**Sub-Total	5,144	2,322	7,466	68.9	75.4	5,629	485	
Total, All Occupations	14,081	9,180	23,261	60.5	60.2			

	Govern	nment F	Represen	tation	Available Workforce ¹		h Significant resentation ²
Region	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA Victoria CMA Other B.C. and Not Specified	3,759 5,787 4,535	2,282 3,397 3,501	6,041 9,184 8.036	62.2 63.0 56.4	64.5 59.6 57.9	3,896 4,653	137 118
Total B.C.	14,081	9,180	23,261	60.5	60.2	.,000	110

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.



¹ The representation of women in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Representation by Occupation/Region Compared to the Available Workforce Auxiliary Employees

	Goveri	nment l	Represer	ntation	Available Workforce ¹	•	with Significant presentation ²
Occupation Group	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	1	6	7	14.3	26.7		
Middle and Other Managers	4	4	8	50.0	37.4		
Professionals	227	88	315	72.1	61.1		
Semi-Professionals, Technicians	86	74	160	53.8	34.4		
Supervisors	3	0	3	100.0	73.7		
**Sub-Total	321	172	493	65.1	50.9		
Administrative & Senior Clerical Crafts and Trades	20	10 1	30 1	66.7	79.2 2.2		
Clerical Personnel	319	66	385	82.9	82.5		
Intermediate Sales & Service	25	50	365 75	33.3	33.1		
Other Sales & Service Personnel	3	0	3	100.0	64.4		
Manual Workers	10	15	25	40.0	13.3		
Occupations Not Stated	9	6	15	60.0	48.2		
**Sub-Total	386	148	534	72.3	79.0	422	36
Total, All Occupations	707	320	1,027	68.8	70.4		

	Govern	nment l	Represer	ntation	Available Workforce ¹		h Significant resentation ²
Region	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA Victoria CMA	236 192	93 93	329 285	71.7 67.4	74.0 70.6		
Other B.C. and Not Specified	279	134	413	67.6	68.0		
Total B.C.	707	320	1,027	68.8	70.4		

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.



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² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

	Gover	nment l	Represen	tation	Available Workforce ¹		with Significant presentation ²
Occupation Group	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	440	530	970	45.4	32.5		
Middle and Other Managers	946	956	1,902	49.7	49.7		
Professionals	5,930	4,610	10,540	56.3	47.1		
Semi-Professionals, Technicians	1,385	870	2,255	61.4	43.5		
Supervisors	557	64	621	89.7	73.7		
**Sub-Total	9,258	7,030	16,288	56.8	46.9		
Administrative & Senior Clerical	1,206	300	1,506	80.1	76.4	,	0
Crafts and Trades	2	43	45	4.4	8.7	4	2
Clerical Personnel	3,626	465	4,091	88.6	81.8		
Intermediate Sales & Service	661	1,615	2,276	29.0	30.2		
Other Sales & Service Personnel	8	1	9	88.9	59.6		
Manual Workers	18	40	58	31.0	18.2		
Occupations Not Stated	9	6	15	60.0	48.2		
**Sub-Total	5,530	2,470	8,000	69.1	75.6	6,048	518
Total, All Occupations	14,788	9,500	24,288	60.9	60.7		

	Gover	nment F	Represen	tation	Available Workforce ¹		h Significant resentation ²
Region	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA Victoria CMA Other B.C. and Not Specified	3,995 5,979 4,814	2,375 3,490 3,635	6,370 9,469 8,449	62.7 63.1 57.0	65.1 60.0 58.6	4,147 4,951	152 137
Total B.C.	14,788	9,500	24,288	60.9	60.7		



¹ The representation of women in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service Flow Report, 2011 to 2013

			Regular		Auxiliary				
		Women	Men	Total	Women	Men	Total		
Employed 2011 Employed 2013		14,241 14,081	9,406 9,180	23,647 23,261	779 707	350 320	1,129 1,027		
Hiring									
Hired from Outside	Number % Share	2124 64.5	1171 35.5	3295 100.0	541 70.5	226 29.5	767 100.0		
Total New Hires to BC Public Service	Number % Share	2,124 64.5	1,171 35.5	3,295 100.0	541 70.5	226 29.5	767 100.0		
Changed Status from Auxiliary to Regular ¹	Number % Share	262 70.2	111 29.8	373 100.0					
Total New Regulars to BC Public Service	Number % Share	2,386 65.0	1,282 35.0	3,668 100.0					
Separations									
Left BC Government	Number % Share	2,577 63.2	1,501 36.8	4,078 100.0	326 69.1	146 30.9	472 100.0		
Total Separations	Number % Share	2,577 63.2	1,501 36.8	4,078 100.0	326 69.1	146 30.9	472 100.0		
Changed Status from Auxiliary to Regular ¹	Number % Share				262 70.2	111 29.8	373 100.0		
Total Flow out of Auxiliary	Number % Share				588 69.6	257 30.4	845 100.0		
Promotions ²									
Promoted Within Same Ministry	Number % Share	1,735 61.1	1,103 38.9	2,838 100.0	10 50.0	10 50.0	20 100.0		
Promoted from Other Ministry	Number % Share	410 67.1	201 32.9	611 100.0	5 62.5	3 37.5	8 100.0		
Total Promotions	Number % Share	2,145 62.2	1,304 37.8	3,449 100.0	15 53.6	13 46.4	28 100.0		

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data may not match historical reports.



² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

SENIOR MANAGERS Women Men			togun	a. =	picyce			
SENIOR MANAGERS Applied Leadership 5						Available	Occupations v	vith Significant
SENIOR MANAGERS Applied Leadership 5		Govern	ment F	?enrese	ntation	Workforce ¹	Under-Rep	resentation ²
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SENIOR MANAGERS		Women	Men	Total				
Assistant Deputy Minister Bd A		VVOITICIT	IVICII	Total	or rotar	or rotar	Of World	or women
Assistant Deputy Minister Bd B A Assistant Deputy Minister Bd C Assistant Deputy Minister Bd C 10 14 24 41.7 42.2 Assistant Deputy Minister Bd C 10 14 24 41.7 42.2 Assistant Deputy Minister Bd D 8 7 15 53.3 42.2 Associate Deputy Minister Bd D 8 7 15 53.3 42.2 Associate Deputy Minister Bd D 8 7 15 53.3 42.2 Business Leadership 160 137 297 53.9 42.2 Business Leadership 160 137 297 53.9 42.2 Business Leadership 160 137 297 53.9 42.2 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 524 963 45.6 32.5 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 524 963 45.6 32.5 Senior Executive Band A 3 9 12 25.0 42.2 Senior Executive Band A 3 9 524 963 45.6 32.5 Senior Executive Band A 3 9 524 963 45.6 32.5 Senior Executive Band A 42.0 43.9 52.4 963 45.6 32.5 Senior Executive Band A 42.0 43.9 52.4 963 45.6 32.5 Senior Executive Band A 42.0 43.0 42.0 42.0 52.0 Senior Executive Band A 42.0 42.0 52.0 Senior Executive Band A 42.0 42.0 52.0 Senior Executive Band A 42.0 Senior		_		_				
Assistant Deputy Minister Bd B 27 30 57 47.4 42.2 Assistant Deputy Minister Bd C 10 14 24 41.7 42.2 Assistant Deputy Minister Bd D 8 7 15 53.3 42.2 Associate Deputy Minister Bd D 8 7 15 53.3 42.2 Associate Deputy Minister 4 4 8 50.0 42.2 Business Leadership 160 137 297 53.9 42.2 Deputy Minister 8 15 23 34.8 42.2 Management OIC Level 12 0 2 2 0.0 24.2 Senior Executive Band A 3 9 12 25.0 42.2 5 2 2 2 2 2 2 2 2								
Assistant Deputy Minister Bd C								
Assistant Deputy Minister Bd D								
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Business Leadership Deputy Minister Business Leadership Deputy Minister Business Leadership Deputy Minister Business Leadership Business Leadersh								
Deputy Minister								
Management OlC Level 12	•							
Senior Executive Band A 3 9 12 25.0 42.2 5 2								
MIDDLE & OTHER MANAGERS	· ·	3	9	12	25.0	42.2	5	2
MIDDLE & OTHER MANAGERS Applied Leadership 273 128 401 68.1 50.5 8 50.5 8 50.5 662 798 1,460 45.3 49.7 726 64 68.1 662 798 1,460 45.3 49.7 726 64 68.1 662 798 1,460 45.3 49.7 726 64 68.1 69.2 70.0 70	Strategic Leadership	212	301	513	41.3	24.2		
Applied Leadership 662 798 1,460 45.3 49.7 726 64	***TOTAL	439	524	963	45.6	32.5		
Applied Leadership 662 798 1,460 45.3 49.7 726 64								
Applied Leadership 662 798 1,460 45.3 49.7 726 64								
Business Leadership								
Crown Counsel Manager	• •	_	_					•
Management Level 01 2 0 2 100.0 39.1 ***TOTAL 942 952 1.894 49.7 49.7 PROFESSIONALS Administrative Officer 21-30 835 427 1,262 66.2 52.6 Applied Leadership 414 202 616 67.2 60.6 Archivist 21-27 7 2 9 77.8 66.7 Administrative Officer 91 145 236 38.6 42.0 Business Leadership 221 182 403 54.8 55.7 Clinician 1 <								
Management Level 02							12	8
PROFESSIONALS Administrative Officer 21-30 Applied Leadership Archivist 21-27 Business Leadership All 145 Business Leadership Archivist 21-27 Business Leadership Archivist 21-30 Business 21-30 Bus	· ·							
PROFESSIONALS Administrative Officer 21-30 Applied Leadership Archivist 21-27 Business Leadership 221 Business Leadership 222 Business Leadership 232 249 Business Leadership 245 Business Leadership 257 Auchivity 274 Auchivity 275 Business Leadership 258 Business Leadership 268 Business Leadership 27 Auchivity 274 Auchivity 275 Business Leadership Auchivity 275 A								
Administrative Officer 21-30 Applied Leadership Adhied Leadership Archivist 21-27 7 7 2 9 77.8 Activity 21-27 Articling Student Biologist 91 145 236 38.6 Biologist Business Leadership 221 182 403 54.8 Communications Officer 21-24 8 3 111 72.7 Community Coroner 32 29 61 52.5 Crown Counsel 234 204 438 53.4 Biologist 27 43 70 38.6 Biologist Editor 5 1 6 83.3 Economist 27 43 70 38.6 Biologist Editor 5 1 6 83.3 Education Officer 40 20 60 66.7 Financial Officer 21-30 Biologist Bi	TOTAL	342	332	1,034	43.1	45.1		
Administrative Officer 21-30 Applied Leadership Adhied Leadership Archivist 21-27 7 7 2 9 77.8 Activity 21-27 Articling Student Biologist 91 145 236 38.6 Biologist Business Leadership 221 182 403 54.8 Communications Officer 21-24 8 3 111 72.7 Community Coroner 32 29 61 52.5 Crown Counsel 234 204 438 53.4 Biologist 27 43 70 38.6 Biologist Editor 5 1 6 83.3 Economist 27 43 70 38.6 Biologist Editor 5 1 6 83.3 Education Officer 40 20 60 66.7 Financial Officer 21-30 Biologist Bi								
Administrative Officer 21-30 Applied Leadership Adhied Leadership Archivist 21-27 7 7 2 9 77.8 Activity 21-27 Articling Student Biologist 91 145 236 38.6 Biologist Business Leadership 221 182 403 54.8 Communications Officer 21-24 8 3 111 72.7 Community Coroner 32 29 61 52.5 Crown Counsel 234 204 438 53.4 Biologist 27 43 70 38.6 Biologist Editor 5 1 6 83.3 Economist 27 43 70 38.6 Biologist Editor 5 1 6 83.3 Education Officer 40 20 60 66.7 Financial Officer 21-30 Biologist Bi	PROFESSIONALS							
Archivist 21-27		835	427	1,262	66.2	52.6		
Articling Student Biologist Biologist Business Leadership 221 182 403 54.8 55.7 Clinician 1 0 1 100.0 93.8 Communications Officer 21-24 8 3 11 72.7 63.7 Community Coroner 32 29 61 52.5 74.2 45 13 Crown Counsel 234 204 438 53.4 36.3 Economist 27 43 70 38.6 36.1 Editor 5 1 6 83.3 58.1 Education Officer 40 20 60 66.7 67.8 Financial Officer 21-30 191 92 283 67.5 45.5 Heritage Resources Off 21-30 5 1 6 83.3 Information Systems 21-30 337 576 913 36.9 LSO-Designated Profssnl Eng 29 127 156 18.6 13.5 LSO-Designated Profssnl Eng 29 127 156 18.6 21.7 Laboratory/Hith Sci Off 21-30 17 4 21 81.0 23.6 Lead Programmer Analyst 0 1 1 0.0 29.4 Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 84.8 Librarian 8 0 8 100.0 84.8 Lic Psychological Assoc 1 0 1 100.0 69.2 Licensed Sc Off Engineer 18 41 59. 93.9 Nurse 13 1 14 92.9 93.9	Applied Leadership	414	202	616	67.2	60.6		
Biologist 91 145 236 38.6 42.0	Archivist 21-27	7	2	9	77.8	66.7		
Business Leadership Clinician 1 0 1 100.0 93.8 Communications Officer 21-24 8 3 11 72.7 Community Coroner 32 29 61 52.5 74.2 45 13 Crown Counsel 234 204 438 53.4 36.3 Economist 27 43 70 38.6 36.1 Editor 5 1 6 83.3 58.1 Education Officer 40 20 60 66.7 67.8 Financial Officer 21-30 191 92 283 67.5 45.5 Heritage Resources Off 21-30 5 1 6 83.3 61.9 Information Systems 21-30 337 576 913 36.9 22.9 Instructor (Corrections) 21-24 0 5 5 5 0.0 55.8 3 3 3 LSO-Designated Profssnl Eng 29 127 156 18.6 13.5 LSO-Designated Profssnl Eng 29 127 156 18.6 13.5 LSO-Designated Profssnl Eng 29 127 156 18.6 21.7 Laboratory/Hith Sci Off 21-30 17 4 21 81.0 23.6 Lead Programmer Analyst 0 2 2 2 0.0 23.9 Lead Systems Analyst 0 1 1 0.0 29.4 Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 29.4 Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 69.2 Licensed Sc Off Agrologist 38 17 55 69.1 69.2 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Geologist 6 6 23 29 20.7 21.7 Licensed Sc Off Geologist 6 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 29.9	Articling Student	8	4	12	66.7	36.3		
Clinician		-						
Communications Officer 21-24 8 3 11 72.7 63.7 Community Coroner 32 29 61 52.5 74.2 45 13 Crown Counsel 234 204 438 53.4 36.3 36.3 Economist 27 43 70 38.6 36.1 36.1 Editor 5 1 6 83.3 58.1 58.1 Editor 40 20 60 66.7 67.8 67.8 Financial Off (Tax Audit) 68 86 154 44.2 54.3 58.1 Financial Officer 21-30 191 92 283 67.5 45.5 45.5 Heritage Resources Off 21-30 5 1 6 83.3 61.9 16.7 Information Systems 21-30 337 576 913 36.9 22.9 15.8 3 3 LSODesignated Profssnl Eng 29 127 156 18.6 13.5 13.5 14.1	•							
Community Coroner 32 29 61 52.5 74.2 45 13 Crown Counsel 234 204 438 53.4 36.3 36.1 Economist 27 43 70 38.6 36.1 36.1 Editor 5 1 6 83.3 58.1 58.1 Education Officer 40 20 60 66.7 67.8 Financial Officer 21-30 191 92 283 67.5 45.5 Heritage Resources Off 21-30 5 1 6 83.3 61.9 Information Systems 21-30 337 576 913 36.9 22.9 Instructor (Corrections) 21-24 0 5 5 0.0 55.8 3 3 LSODesignated Profssnl Eng 29 127 156 18.6 13.5 13.5 Laboratory/Hith Sci Off 21-30 17 4 21 81.0 23.6 21.7 Laad Systems Analyst 0 1 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>								
Crown Counsel 234 204 438 53.4 36.3 Economist 27 43 70 38.6 36.1 Editor 5 1 6 83.3 58.1 Education Officer 40 20 60 66.7 67.8 Financial Off (Tax Audit) 68 86 154 44.2 54.3 Financial Officer 21-30 191 92 283 67.5 45.5 Heritage Resources Off 21-30 5 1 6 83.3 61.9 Information Systems 21-30 337 576 913 36.9 22.9 Instructor (Corrections) 21-24 0 5 5 0.0 55.8 3 LSODesignated Profssnl Eng 29 127 156 18.6 13.5 LSODesignated Petroleum Geog 2 5 7 28.6 21.7 Laboratory/Hith Sci Off 21-30 17 4 21 81.0 23.6 Lead Programmer Analyst 0							45	40
Economist	•						45	13
Editor								
Education Officer								
Financial Off (Tax Audit) 68 86 154 44.2 54.3 Financial Officer 21-30 191 92 283 67.5 45.5 Heritage Resources Off 21-30 5 1 6 83.3 61.9 Information Systems 21-30 337 576 913 36.9 22.9 Instructor (Corrections) 21-24 0 5 5 0.0 55.8 3 3 SLSODesignated Profssnl Eng 29 127 156 18.6 13.5 LSODesignated Profssnl Eng 29 127 156 18.6 13.5 LSODesignated Profssnl Eng 29 127 156 18.6 21.7 Laboratory/Hlth Sci Off 21-30 17 4 21 81.0 23.6 Lead Programmer Analyst 0 2 2 0.0 23.9 Lead Systems Analyst 0 1 1 0.0 29.4 Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 84.8 Lic Psychological Assoc 1 0 1 100.0 69.2 Licensed Psychologist 38 17 55 69.1 69.2 Licensed Sc Off Agrologist 59 80 139 42.4 32.5 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Engineer 199 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse								
Financial Officer 21-30								
Heritage Resources Off 21-30		191						
Instructor (Corrections) 21-24	Heritage Resources Off 21-30	5	1	6	83.3	61.9		
LSODesignated Profssnl Eng LSODesigntd Petroleum Geog LSODesigntd Petroleum Geog Laboratory/Hlth Sci Off 21-30 Lead Programmer Analyst Lead Programmer Analyst Lead Systems Analyst Lead Systems Analyst Lead Systems Analyst Lead Counsel Librarian Librarian Librarian Lic Psychological Assoc Lic Psychologist Licensed Psychologist Licensed Sc Off Agrologist Licensed Sc Off Forester Licensed Sc Off Forester Licensed Sc Off Geologist Licensed Sc Off Other Licensed Sc Off Oth	Information Systems 21-30	337	576	913	36.9	22.9		
LSODesigntd Petroleum Geog 2 5 7 28.6 21.7 Laboratory/Hlth Sci Off 21-30 17 4 21 81.0 23.6 Lead Programmer Analyst 0 2 2 0.0 23.9 Lead Systems Analyst 0 1 1 0.0 29.4 Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 84.8 Lic Psychological Assoc 1 0 1 100.0 69.2 Licensed Psychologist 38 17 55 69.1 69.2 Licensed Sc Off Agrologist 59 80 139 42.4 32.5 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9	Instructor (Corrections) 21-24	0	5	5	0.0	55.8	3	3
Laboratory/HIth Sci Off 21-30 17 4 21 81.0 23.6 Lead Programmer Analyst 0 2 2 0.0 23.9 Lead Systems Analyst 0 1 1 0.0 29.4 Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 84.8 Lic Psychological Assoc 1 0 1 100.0 69.2 Licensed Psychologist 38 17 55 69.1 69.2 Licensed Sc Off Agrologist 59 80 139 42.4 32.5 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9	· ·							
Lead Programmer Analyst 0 2 2 0.0 23.9 Lead Systems Analyst 0 1 1 0.0 29.4 Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 84.8 Lic Psychological Assoc 1 0 1 100.0 69.2 Licensed Psychologist 38 17 55 69.1 69.2 Licensed Sc Off Agrologist 59 80 139 42.4 32.5 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9								
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Legal Counsel 133 98 231 57.6 36.3 Librarian 8 0 8 100.0 84.8 Lic Psychological Assoc 1 0 1 100.0 69.2 Licensed Psychologist 38 17 55 69.1 69.2 Licensed Sc Off Agrologist 59 80 139 42.4 32.5 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9	· ·							
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Licensed Psychologist 38 17 55 69.1 69.2 Licensed Sc Off Agrologist 59 80 139 42.4 32.5 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9								
Licensed Sc Off Agrologist 59 80 139 42.4 32.5 Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9								
Licensed Sc Off Engineer 18 41 59 30.5 14.1 Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9								
Licensed Sc Off Forester 129 394 523 24.7 14.6 Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9								
Licensed Sc Off Geologist 6 23 29 20.7 21.7 Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9								
Licensed Sc Off Other 56 60 116 48.3 22.7 Nurse 13 1 14 92.9 93.9								
Nurse (ATL) 2 0 2 100 93.9		13		14	92.9			
	Nurse (ATL)	2	0	2	100	93.9		



	Cover	nmant l	Janrasa	ntotion	Available Occupations with Significant Workforce Under-Representation ²			
	Gover	nment	keprese	ntation	WOIKIOICE	Olider-Repi	esentation	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women	
PROFESSIONALS (cont.)								
Nurse (C)	45 28	8	53	84.9 77.8	93.3 93.3			
Nurse (H) Nutritionist	18	8 1	36 19	94.7	93.3 91.6			
Occupational Therapist	1	0	1	100.0	91.1			
Pharmacist	10	7	17	58.8	59.4			
Planning Officer	28	20	48	58.3	43.3			
Policy Analyst - Economics	6	7	13	46.2	46.0			
Policy Analyst - Finance	10	14	24	41.7	41.2			
Policy Analyst - Science	20	8	28	71.4	40.5			
Policy Analyst - Soc/Info/Hlth Programmer Analyst	58 0	22 2	80 2	72.5 0.0	65.2 23.9			
Psychologist	1	0	1	100.0	69.2			
Research Officer 21-30	79	70	149	53.0	58.6			
Salaried Physician	2	3	5	40.0	34.0			
Science Officer	0	3	3	0.0	27.8			
Scientific/Tech Off 21-30	343	891	1,234	27.8	31.1	384	41	
Senior Application Developer	0	1	1	0.0	24.0			
Social Prog Off (CYMH)	212	56	268	79.1	80.4			
Social Prog Off 21-30 Veterinary Leader	1,802 0	522 1	2,324 1	77.5 0.0	70.4 50.4			
Veterinary Specialist	5	3	8	62.5	50.4			
***TOTAL	5,703	4,522	10,225	55.8	46.7			
Applied Leadership Business Leadership Child Care Counsellor Community Prog Off Community Prog Off (FAW) Community Prog Off (FMW) Community Prog Off (IA)	3 1 37 7 708 40 92	1 9 25 3 155 5	4 10 62 10 863 45 112	75.0 10.0 59.7 70.0 82.0 88.9 82.1	41.8 13.2 74.7 74.7 74.7 74.7 74.7			
Community Prog Officer (CVWS)	10	0	10	100.0	74.7			
Conservation Officer	7	114	121	5.8	22.9	28	21	
Coordinator Of Volunteers	2	0 0	2 1	100.0	74.7			
Heritage Resources Off 13-18 Information Systems 13-18	91	73	164	100.0 55.5	56.8 26.1			
Insp Mechan Mtr Vehicles	0	30	30	0.0	7.4	2	2	
Instructor (Corrections) 18	6	12	18	33.3	58.8	11	5	
Laboratory Assistant	9	0	9	100.0	84.5			
Paralegal	65	6	71	91.5	90.5			
Probation Interviewer	31	25	56	55.4	74.7	42	11	
Safety Officer Scientific/Tech Off 11-18	3 149	1 285	4 434	75.0 34.3	37.2 21.9			
Social Prog Off 14	0	205 1	434	0.0	94.6			
Social Worker Assistant	19	1	20	95.0	74.7			
Tech Enforcement Officer 11-18	8	16	24	33.3	19.6			
Tech Enforcement Officer 21	7	13	20	35.0	19.6			
Training Consultant	3	1	4	75.0	78.4			
***TOTAL	1,299	796	2,095	62.0	44.4			
SUPERVISORS								
Clerk 14	528	63	591	89.3	73.7			
Clerk Stenographer 14	26	1	27	96.3	73.7			
***TOTAL	554	64	618	89.6	73.7			



		ogula.		noyee.			
					Available	Occupations w	ith Significant
	Gover	nment F	Represe	ntation	Workforce	Under-Repr	esentation ²
	001011		торгосо	intation	1		
				Women	Women	Expected	
				As %	As %	Number	Shortfall
	Women	Men	Total	of Total	of Total	of Women	of Women
	***************************************	Wien	rotar	or rotar	Oi Total	or tromon	or tromon
ADMINISTRATIVE & SENIOR CLERICAL	740	470	045	04.4	70.4		
Administrative Officer 14-18	742	173	915	81.1	73.1	47	45
Applied Leadership Business Leadership	32 2	21 1	53 3	60.4 66.7	87.9 86.0	47	15
Communications Officer 14-18	38	14	52	73.1	80.3		
Executive Administrative Asst	88	1	89	98.9	95.4		
Financial Officer 14-18	242	70	312	77.6	92.9	290	48
Judicial Admin Assistant	1	0	1	100.0	97.3	200	.0
Research Officer 13-18	13	10	23	56.5	86.0	20	7
Senior Executive Assistant	28	0	28	100.0	95.4		·
***TOTAL	1,186	290	1,476	80.4	76.3		
			•				
CRAFTS & TRADES							
E10B JP Press Asst Multi Color	0	1	1	0.0	7.7		
E6 JP 2 Color Press Op To 54"	0	5	5	0.0	7.7		
Foreman	0	2	2	0.0	5.2		
Printing Operator	0	3	3	0.0	7.7		
Supervisor	2	4	6	33.3	37.1		
TJ Mechanic Hvy Vehicle & Eqpt TJ Mechanic Lt Vehicle & Eqpt	0	1 2	1 2	0.0	0.8 1.4		
TL Electronics Radio Commun	0	19	19	0.0 0.0	2.2		
TS Electronics Radio Commun	0	19	19	0.0	6.1		
TS Gardener	0	1	1	0.0	16.6		
TSS Electronics Radio Commun	0	3	3	0.0	6.1		
***TOTAL	2	42	44	4.5	8.8	4	2
CLERICAL PERSONNEL							
Administrative Support							
Clerk 9-11	2,028	218	2,246	90.3	81.2		
Clerk Stenographer 9-11	703	19	722	97.4	82.7		
Office Assistant	282	33	315	89.5	87.5		
Total, Administrative Support	3,013	270	3,283	91.8	82.1		
Applied Leadership	7	1	8	87.5	84.4		
Business Leadership	1	0	1	100.0	95.4		40
Clerk Postal	16	41	57	28.1	49.5	28	12
Control Tower Operator	256	3 38	204	25.0	54.5		
Court Clerk Information Systems 7-11	256 4	38 1	294 5	87.1 80.0	81.9 84.0		
Stockworker	9	45	54	16.7	23.1	12	3
***TOTAL	3,307	399	3,706	89.2	81.8	12	3
	5,001	300	3,100	00.2	01.0		
INTERMEDIATE SALES & SERVICE							
Admin Officer (AMI)	99	36	135	73.3	39.8		
Applied Leadership	6	2	8	75.0	37.7		
Business Leadership	14	19	33	42.4	39.8		
Commercial Transport Insp	32	119	151	21.2	39.8	60	28
Correctional Serv Growth - 18	350	861	1,211	28.9	29.9		
Correctional Service 21-27	58	150	208	27.9	29.9		
Deputy Sheriff 14-18	56	296	352	15.9	23.0	81	25
Deputy Sheriff 21-24	10	63	73	13.7	23.0	17	7
Deputy Sheriff Instructor	2	5	7	28.6	23.0		
Deputy Sheriff Sr Intel Of	3	4 2	7	42.9	23.0		
Food Production Services 11-18 Health Care Worker	3 2	4	5 6	60.0	27.8	5	3
Insp Fire Commission Off	1	4	5	33.3 20.0	87.0 2.7	5	3
***TOTAL	636	1,565	2,201	28.9	30.1		
1017.2	000	1,500	٠,٢٠١	20.0	00.1		



		Regui	ar Em	proyee	25		
					Available	Occupations v	vith Significant
	Govern	nment F	?enrese	ntation	Workforce ¹		resentation ²
	Women	Men	Total	Women As % of Total		Expected Number of Women	Shortfall of Women
OTHER SALES & SERVICE Building Maintenance Wkr Food Production Services 7-9	0 5	1 0	1 5	0.0 100.0	21.4 64.4	or women	or women
***TOTAL	5	1	6	83.3	57.3		
MANUAL WORKERS 12 JP Bindery J2 Xerox Docutech Machine Operator Pre-Press Technician Utility Worker ***TOTAL	3 2 0 3 0 8	8 2 11 3 1 25	11 4 11 6 1 33	27.3 50.0 0.0 50.0 0.0 24.2	42.9 33.2 4.2 26.7 9.7 21.2	5	2
TOTAL, ALL CLASSIFICATIONS	14,081	9,180	23,261	60.5	60.2		



** FOOTNOTES **

- ¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.
- ² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number Women.
 Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.



	Govern	nment F	leprese	ntation	Available Occupations with Significant Workforce Under-Representation ²			
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women	
SENIOR MANAGERS								
Business Leadership	0	1	1	0.0	42.2			
Strategic Leadership ***TOTAL	1	5 6	6 7	16.7 14.3	24.2 26.7			
TOTAL	'	O	,	14.3	20.7			
MIDDLE & OTHER MANAGERS								
Applied Leadership	3	3	6	50.0	31.1			
Business Leadership	1	1	2	50.0	56.5			
***TOTAL	4	4	8	50.0	37.4			
PROFESSIONALS								
Administrative Officer 21-30	19	11	30	63.3	53.8			
Applied Leadership	4	3	7	57.1	50.1			
Biologist	1	3	4	25.0	42.0			
Business Leadership	0	3	3	0.0	27.4			
Community Coroner	3	2	5	60.0	74.2			
Crown Counsel	3	0	3	100.0	36.3			
Economist	0	1	1	0.0	36.1			
Financial Officer 21-30	1	0	1	100.0	39.4			
Information Systems 21-30	1	0	1	100.0	23.0			
Laboratory/Hlth Sci Off 21-30	1	0	1	100.0	23.6			
Legal Counsel	3 0	1 2	4 2	75.0	36.3			
Licensed Sc Off Agrologist Licensed Sc Off Forester	1	2	3	0.0 33.3	32.6 14.6			
Licensed Sc Off Geologist	1	2	3	33.3	21.7			
Licensed Sc Off Other	1	1	2	50.0	20.6			
Nurse (C)	5	Ö	5	100.0	93.9			
Nurse (H)	18	7	25	72.0	93.9	23	5	
Nutritionist	7	0	7	100.0	91.6		· ·	
Occupational Therapist	1	0	1	100.0	91.1			
Pharmacist	1	0	1	100.0	59.4			
Planning Officer	0	2	2	0.0	43.3			
Policy Analyst - Soc/Info/Hlth	0	2	2	0.0	65.1			
Psychologist	2	0	2	100.0	69.3			
Research Officer 21-30	4	2	6	66.7	58.2			
Scientific/Tech Off 21-30	12	16	28	42.9	31.0			
Social Prog Off (CYMH)	14	2	16	87.5	80.4			
Social Prog Off 21-30 ***TOTAL	124 227	26 88	150 315	82.7 72.1	73.1 61.1			
TOTAL	221	00	315	72.1	01.1			
SEMI-PROFESSIONALS & TECHNICIANS Child Care Counsellor		6	10	68.4	74.7			
Community Prog Off	13 2	6 0	19 2	68.4 100.0	74.7 74.7			
Community Prog Off (FAW)	2	1	3	66.7	74.7			
Community Prog Officer (CVWS)	1	0	1	100.0	74.7			
Forest Technician	2	2	4	50.0	19.6			
Information Systems 13-18	1	0	1	100.0	26.1			
LSO Prelicensed Student	1	0	1	100.0	24.3			
Laboratory Assistant	4	3	7	57.1	84.5	6	2	
Paralegal	1	0	1	100.0	90.5			
Probation Interviewer	21	12	33	63.6	74.7			
Scientific/Tech Off 11-18	29	47	76	38.2	20.3			
Social Worker Assistant	6	0	6	100.0	74.7			
Tech Enforcement Officer 11-18	3	3	6	50.0	38.3			
***TOTAL	86	74	160	53.8	34.4			
	1					1		



					Available	Occupations v	vith Significant
	Govern	ment P	enrese	ntation	Workforce ¹		resentation ²
	Govern	illielit K	represe	Women	Women	Expected	esemanon
	Women	Men	Total	As % of Total	As % of Total	Number of Women	Shortfall of Women
SUPERVISORS Clerk 14	3	0	3	100.0	73.7		
***TOTAL	3	0	3	100.0	73.7		
ADMINISTRATIVE & SENIOR CLERICAL Administrative Officer 14-18	5	6	11	45.5	73.9	8	3
Applied Leadership Communications Officer 14-18 Executive Administrative Asst	1 5 1	6 0 0	1 5 1	100.0 100.0 100.0	86.0 80.3 95.4	o	3
Financial Officer 14-18 Research Officer 13-18 Senior Executive Assistant	6 1 1	4 0 0	10 1 1	60.0 100.0 100.0	92.9 86.0 95.4	9	3
***TOTAL	20	10	30	66.7	79.2		
CRAFTS & TRADES				0.0			
TL Electronics Radio Commun ***TOTAL	0	1 1	1	0.0	2.2 2.2		
CLERICAL PERSONNEL Administrative Support							
Clerk 9-11 Clerk Stenographer 9-11 Office Assistant	165 41 83	31 2 3	196 43 86	84.2 95.3 96.5	81.2 82.7 88.6		
Total, Administrative Support Clerk Postal Control Tower Operator	289 10 1	36 19 4	325 29 5	88.9 34.5 20.0	83.4 53.0 54.5	15 3	5 2
Court Clerk Information Systems 7-11 Stockworker	18 1 0	0 2 5	18 3 5	100.0 33.3 0.0	81.9 84.0 23.1	3	2
***TOTAL	319	66	385	82.9	82.5		
INTERMEDIATE SALES & SERVICE Correctional Serv Growth - 18 Deputy Sheriff 14-18 Health Care Worker	22 1 2	31 11 5	53 12 7	41.5 8.3 28.6	29.9 23.0 87.0	3 6	2 4
Insp Fire Commission Off	0	3	3	0.0	2.7	0	4
***TOTAL	25	50	75	33.3	33.1		
OTHER SALES & SERVICE	2	0	2	100.0	611		
Food Production Services 7-9 ***TOTAL	3	0	3	100.0 100.0	64.4 64.4		
MANUAL WORKERS							
Park Assistant 07-11 ***TOTAL	10 10	15 15	25 25	40.0 40.0	13.3 13.3		
OCCUPATIONS NOT STATED	10						
Aboriginal Youth Intern Prog Coop Education Train Progm Public Serv Intrnship Pro (AS)	1 6 2	0 6 0	1 12 2	100.0 50.0 100.0	48.2 48.2 48.2		
***TOTAL	9	6	15	60.0	48.2		



Auxiliary Employees										
					Available	Occupations v	vith Significant			
	Govern	ment R	eprese	ntation	Workforce ¹	Under-Rep	resentation ²			
	Women	Men	Total	Women As % of Total	Women As %	Expected Number of Women	Shortfall of Women			
TOTAL, ALL CLASSIFICATIONS	707	320	1,027	68.8	70.4					
TOTAL, ALL CLASSIFICATIONS						of Women	of Women			



** FOOTNOTES **

- ¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.
- ² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number Women.
 Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.



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					Available	Occupations v	with Significant
	Govern	nment F	Represe	ntation	Workforce ¹	Under-Rep	resentation ²
	237011		. Jp. 000				
				Women	Women	Expected	
				As %	As %	Number	Shortfall
	Women	Men	Total	of Total	of Total	of Women	of Women
SENIOR MANAGERS							
Applied Leadership	5	1	6	83.3	42.2		
Assistant Deputy Minister Bd A	2	4	6	33.3	42.2		
Assistant Deputy Minister Bd B	27	30	57	47.4	42.2		
Assistant Deputy Minister Bd C	10	14	24	41.7	42.2		
Assistant Deputy Minister Bd D	8	7	15	53.3	42.2		
Associate Deputy Minister	4	4	8	50.0	42.2		
Business Leadership	160	138	298	53.7	42.2		
Deputy Minister	8	15	23	34.8	42.2		
Management OIC Level 12 Senior Executive Band A	0	2	2	0.0	24.2	_	2
Strategic Leadership	213	9 306	12 519	25.0 41.0	42.2 24.2	5	2
***TOTAL	440	530	970	45.4	32.5		
TOTAL	770	330	310	70.7	32.3		
MIDDLE & OTHER MANAGERS							
Applied Leadership	276	131	407	67.8	50.2		
Business Leadership	663	799	1,462	45.3	49.7	727	64
Crown Counsel Manager	4	25	29	13.8	42.0	12	8
Management Level 01	2	0	2	100.0	39.1		
Management Level 02	1	1	2	50.0	39.1		
***TOTAL	946	956	1,902	49.7	49.7		
PROFESSIONALS							
Administrative Officer 21-30	854	438	1,292	66.1	52.7		
Applied Leadership	418	205	623	67.1	60.5		
Archivist 21-27	7	2	9	77.8	66.7		
Articling Student	8	4	12	66.7	36.3		
Biologist	92	148	240	38.3	42.0		
Business Leadership	221	185	406	54.4	55.5		
Clinician	1	0	1	100.0	93.8		
Communications Officer 21-24	8	3	11	72.7	63.7	40	4.4
Community Coroner	35	31	66	53.0	74.2	49	14
Crown Counsel Economist	237 27	204 44	441 71	53.7 38.0	36.3 36.1		
Editor	5	1	6	83.3	58.1		
Education Officer	40	20	60	66.7	67.8		
Financial Off (Tax Audit)	68	86	154	44.2	54.3		
Financial Officer 21-30	192	92	284	67.6	45.5		
Heritage Resources Off 21-30	5	1	6	83.3	61.9		
Information Systems 21-30	338	576	914	37.0	22.9		
Instructor (Corrections) 21-24	0	5	5	0.0	55.8	3	3
LSODesignated Profssnl Eng	29	127	156	18.6	13.5		
LSODesigntd Petroleum Geog	2	5	7	28.6	21.7		
Laboratory/Hith Sci Off 21-30	18	4	22	81.8	23.6		
Lead Programmer Analyst Lead Systems Analyst	0	2 1	2 1	0.0 0.0	23.9 29.4		
Legal Counsel	136	99	235	57.9	36.3		
Librarian	8	0	8	100.0	84.8		
Lic Psychological Assoc	1	0	1	100.0	69.2		
Licensed Psychologist	38	17	55	69.1	69.2		
Licensed Sc Off Agrologist	59	82	141	41.8	32.5		
Licensed Sc Off Engineer	18	41	59	30.5	14.1		
Licensed Sc Off Forester	130	396	526	24.7	14.6		
Licensed Sc Off Geologist	7	25	32	21.9	21.7		
Licensed Sc Off Other	57	61	118	48.3	22.6		
Nurse (ATI)	13	1	14	92.9	93.9		
Nurse (ATL)	2	0	2	100	93.9		



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					Available	Occupations v	vith Significant
	Government Representation			Workforce	Under-Representation ²		
	Women	Men	Total	Women As % of Total		Expected Number of Women	Shortfall of Women
PROFESSIONALS (cont.)							
Nurse (C)	50	8	58	86.2	93.4		
Nurse (H)	46	15	61	75.4	93.5		
Nutritionist	25	1	26	96.2	91.6		
Occupational Therapist Pharmacist	2 11	0 7	2	100.0	91.1		
Planning Officer	28	22	18 50	61.1 56.0	59.4 43.3		
Policy Analyst - Economics	6	7	13	46.2	46.0		
Policy Analyst - Finance	10	14	24	41.7	41.2		
Policy Analyst - Science	20	8	28	71.4	40.5		
Policy Analyst - Soc/Info/Hlth	58	24	82	70.7	65.2		
Programmer Analyst	0	2	2	0.0	23.9		
Psychologist Research Officer 21-30	3 83	0 72	3 155	100.0 53.5	69.2 58.6		
Salaried Physician	2	3	5	40.0	34.0		
Science Officer	0	3	3	0.0	27.8		
Scientific/Tech Off 21-30	355	907	1,262	28.1	31.1	392	37
Senior Application Developer	0	1	1	0.0	24.0		
Social Prog Off (CYMH)	226	58	284	79.6	80.4		
Social Prog Off 21-30	1,926	548	2,474	77.8	70.5		
Veterinary English	0 5	1 3	1 8	0.0	50.4		
Veterinary Specialist ***TOTAL	5,930	4,610	10,540	62.5 56.3	50.4 47.1		
SEMI-PROFESSIONALS & TECHNICIANS Applied Leadership Business Leadership Child Care Counsellor Community Prog Off Community Prog Off (FAW)	3 1 50 9 710	1 9 31 3 156	4 10 81 12 866	75.0 10.0 61.7 75.0 82.0	41.8 13.2 74.7 74.7 74.7		
Community Prog Off (FMW)	40	5	45	88.9	74.7		
Community Prog Off (IA)	92	20	112	82.1	74.7		
Community Prog Officer (CVWS)	11	0	11	100.0	74.7		
Conservation Officer	7	114	121	5.8	22.9	28	21
Coordinator Of Volunteers	2	0	2	100.0	74.7		
Forest Technician Heritage Resources Off 13-18	2	2 0	4 1	50.0 100.0	19.6 56.8		
Information Systems 13-18	92	73	165	55.8	26.1		
Insp Mechan Mtr Vehicles	0	30	30	0.0	7.4	2	2
Instructor (Corrections) 18	6	12	18	33.3	58.8	11	5
LSO Prelicensed Student	1	0	1	100.0	24.3		
Laboratory Assistant	13	3	16	81.3	84.5		
Paralegal Probation Interviewer	66 52	6 37	72 89	91.7 58.4	90.5 74.7	66	14
Safety Officer	3	1	4	75.0	37.2	00	14
Scientific/Tech Off 11-18	178	332	510	34.9	21.6		
Social Prog Off 14	0	1	1	0.0	94.6		
Social Worker Assistant	25	1	26	96.2	74.7		
Tech Enforcement Officer 11-18	11	19	30	36.7	23.4		
Tech Enforcement Officer 21	7	13	20	35.0	19.6		
Training Consultant ***TOTAL	3 1,385	1 870	4 2,255	75.0 61.4	78.4 43.5		
IOIAL	1,505	010	۷,۷۵۵	01.4	43.0		
SUPERVISORS	50.1	00	F0.4	00.4	70 7		
Clerk 14 Clerk Stenographer 14	531 26	63 1	594 27	89.4 96.3	73.7 73.7		
***TOTAL	557	64	621	89.7	73.7		
		•		20			



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					Available Occupations with Signature		vith Significant
	Government Representation			Workforce			
	23.011		.5p.000				
				Women	Women	Expected	
				As %	As %	Number	Shortfall
	Women	Men	Total	of Total	of Total	of Women	of Women
ADMINISTRATIVE & SENIOR CLERICAL							
Administrative Officer 14-18	747	179	926	80.7	73.2		
Applied Leadership	33	21	54	61.1	87.9	47	14
Business Leadership	2	1	3	66.7	86.0		
Communications Officer 14-18	43	14	57	75.4	80.3		
Executive Administrative Asst	89	1	90	98.9	95.4		
Financial Officer 14-18	248	74	322	77.0	92.9	299	51
Judicial Admin Assistant	1	0	1	100.0	97.3	0.4	-
Research Officer 13-18	14	10	24	58.3	86.0	21	7
Senior Executive Assistant ***TOTAL	29 1,206	0 300	29 1,506	100.0 80.1	95.4 76.4		
TOTAL	1,200	300	1,500	00.1	70.4		
CRAFTS & TRADES							
E10B JP Press Asst Multi Color	0	1	1	0.0	7.7		
E6 JP 2 Color Press Op To 54"	0	5	5	0.0	7.7		
Foreman	0	2	2	0.0	5.2		
Printing Operator	0	3	3	0.0	7.7		
Supervisor	2	4	6	33.3	37.1		
TJ Mechanic Hvy Vehicle & Eqpt TJ Mechanic Lt Vehicle & Eqpt	0	1 2	1	0.0	0.8		
TL Electronics Radio Commun	0	20	2 20	0.0 0.0	1.4 2.2		
TS Electronics Radio Commun	0	1	1	0.0	6.1		
TS Gardener	0	1	1	0.0	16.6		
TSS Electronics Radio Commun	0	3	3	0.0	6.1		
***TOTAL	2	43	45	4.4	8.7	4	2
CLERICAL PERSONNEL Administrative Support Clerk 9-11 Clerk Stenographer 9-11 Office Assistant Total, Administrative Support Applied Leadership Business Leadership Clerk Postal Control Tower Operator Court Clerk Information Systems 7-11 Stockworker	2,193 744 365 3,302 7 1 26 2 274 5	249 21 36 306 1 0 60 7 38 3 50	2,442 765 401 3,608 8 1 86 9 312 8	89.8 97.3 91.0 91.5 87.5 100.0 30.2 22.2 87.8 62.5 15.3	81.2 82.7 87.7 82.2 84.4 95.4 50.7 54.5 81.9 84.0 23.1	44 5 7 14	18 3 2 5
***TOTAL	3,626	465	4,091	88.6	81.8		
INTERMEDIATE SALES & SERVICE Admin Officer (AMI) Applied Leadership Business Leadership	99 6 14	36 2 19	135 8 33	73.3 75.0 42.4	39.8 37.7 39.8		
Commercial Transport Insp	32	119	151	21.2	39.8	60	28
Correctional Serv Growth - 18	372	892	1,264	29.4	29.9		
Correctional Service 21-27	58	150	208	27.9	29.9		
Deputy Sheriff 14-18	57	307	364	15.7	23.0	84	27
Deputy Sheriff 21-24	10	63	73	13.7	23.0	17	7
Deputy Sheriff Instructor	2	5 4	7 7	28.6	23.0		
Deputy Sheriff Sr Intel Of Food Production Services 11-18	3	4 2	<i>7</i> 5	42.9 60.0	23.0 27.8		
Health Care Worker	4	9	13	30.8	87.0	11	7
Insp Fire Commission Off	1	7	8	12.5	2.7		,
***TOTAL	661	1,615	2,276	29	30.2		



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				Available	with Significant			
	Government Representation				Workforce ¹	/orkforce ¹ Under-Representatio		
	Women	Men	Total	Women As % of Total		Expected Number of Women	Shortfall of Women	
OTHER SALES & SERVICE Building Maintenance Wkr Food Production Services 7-9 ***TOTAL	0 8 8	1 0 1	1 8 9	0.0 100.0 88.9	21.4 64.4 59.6			
MANUAL WORKERS I2 JP Bindery J2 Xerox Docutech Machine Operator Park Assistant 07-11 Pre-Press Technician Utility Worker ***TOTAL	3 2 0 10 3 0	8 2 11 15 3 1	11 4 11 25 6 1	27.3 50.0 0.0 40.0 50.0 0.0 31.0	42.9 33.2 4.2 13.3 26.7 9.7 18.2	5	2	
OCCUPATIONS NOT STATED Aboriginal Youth Intern Prog Coop Education Train Progm Public Serv Intrnship Pro (AS) ***TOTAL	1 6 2 9	0 6 0 6	1 12 2 15	100.0 50.0 100.0 60.0	48.2 48.2 48.2 48.2			
TOTAL, ALL CLASSIFICATIONS	14,788	9,500	24,288	60.9	60.7			



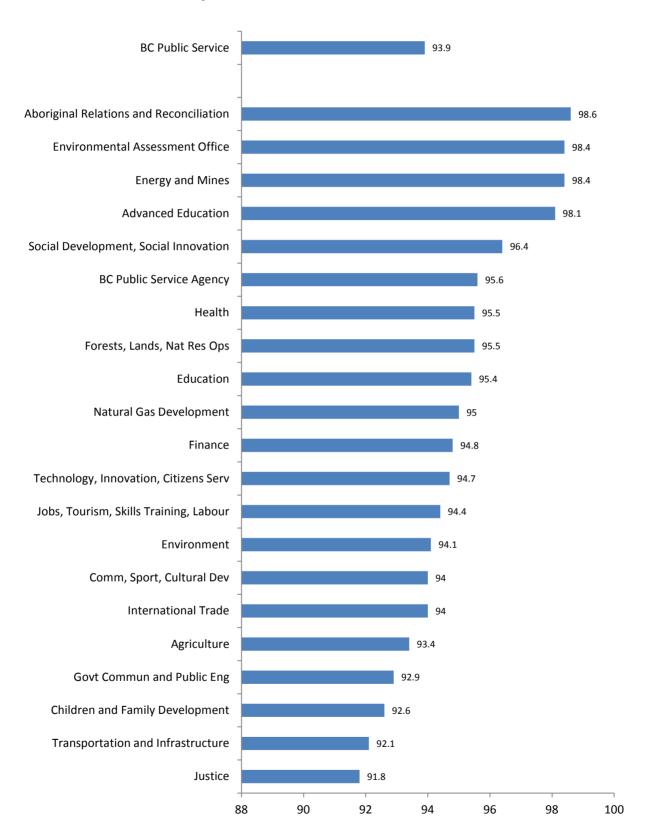
** FOOTNOTES **

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- ² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number Women.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.



Overall Response Rate to Workforce Profile Questions*



^{*} Either through the Workplace Environment Survey or the Workforce Profile Survey

