



Where ideas work

# WORKFORCE PROFILE REPORT

BC Public Service

APRIL 2016

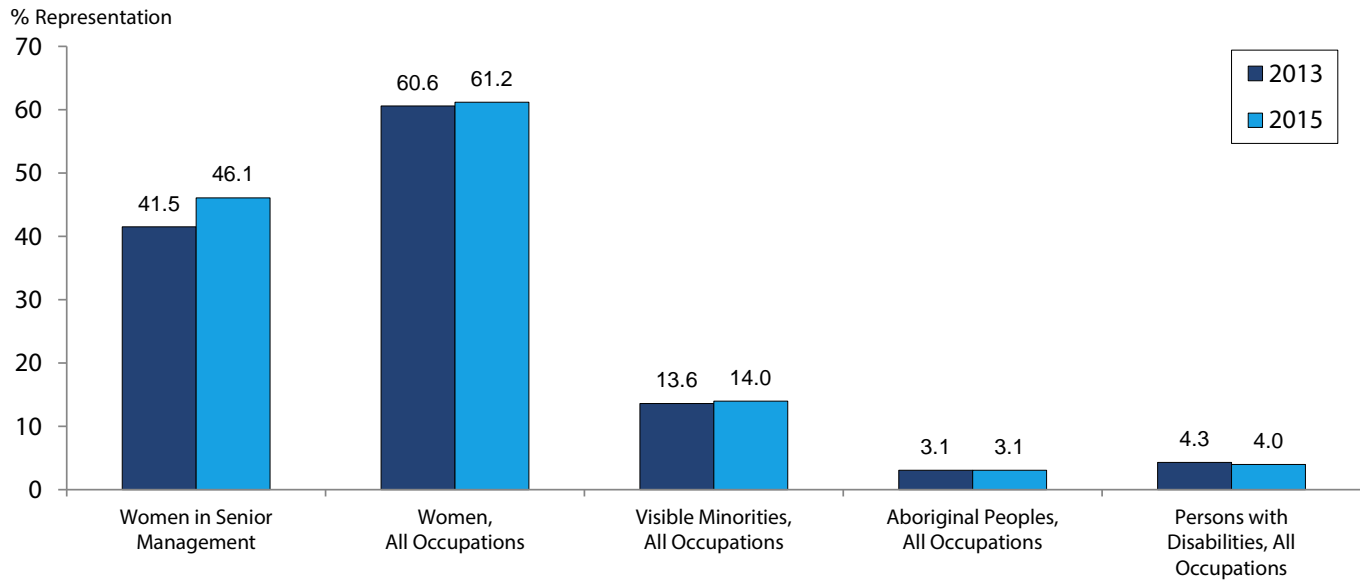
Employee Research and Analysis Program



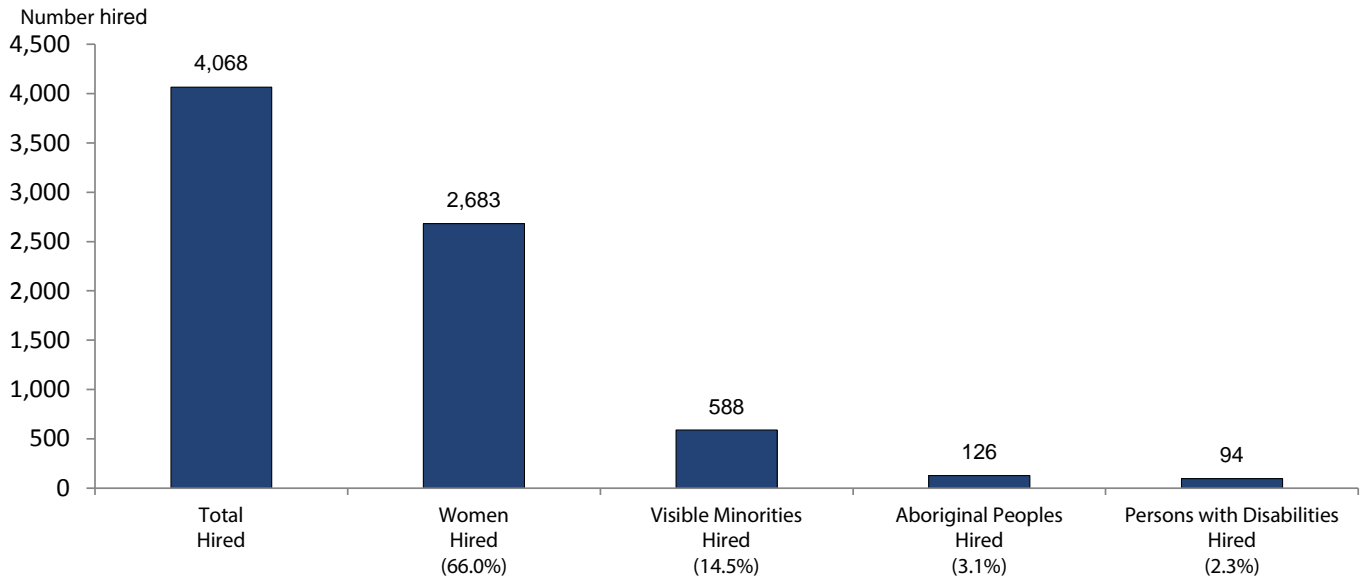
BC STATS 

## BC Public Service Indicators of Progress Regular Employees *(current number of Regular Employees = 23,747)*

### % Representation by Designated Group

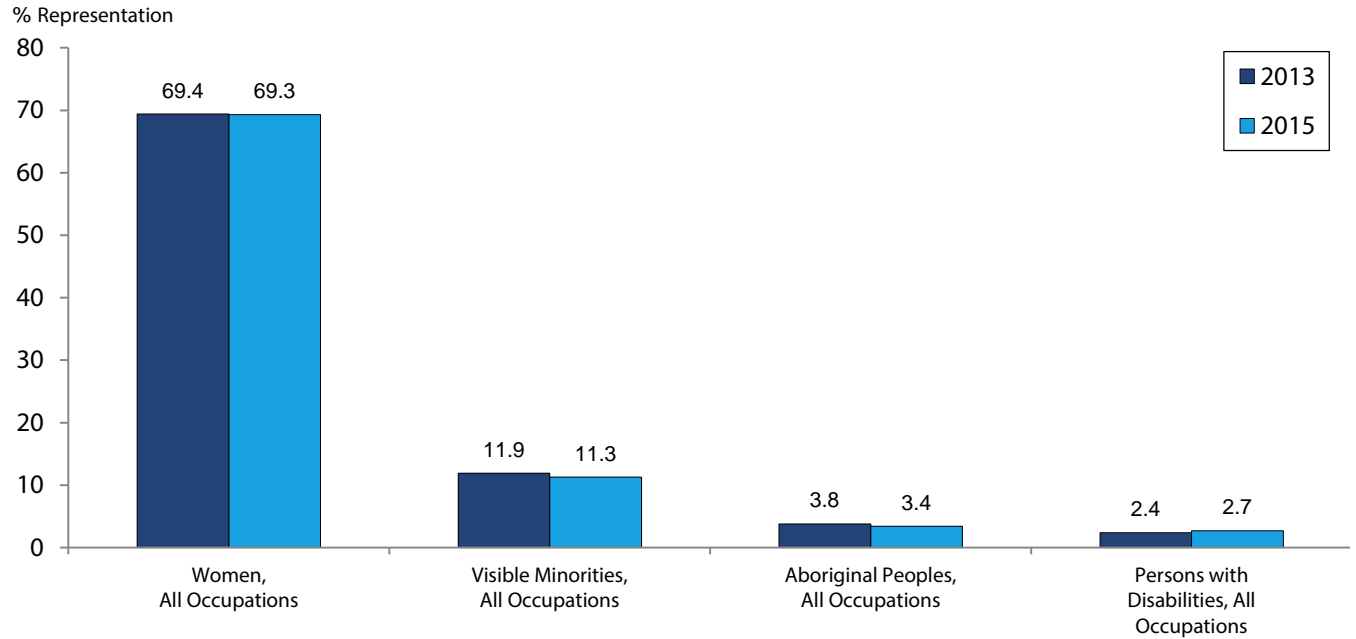


### Hiring of Regulars, 2013 to 2015

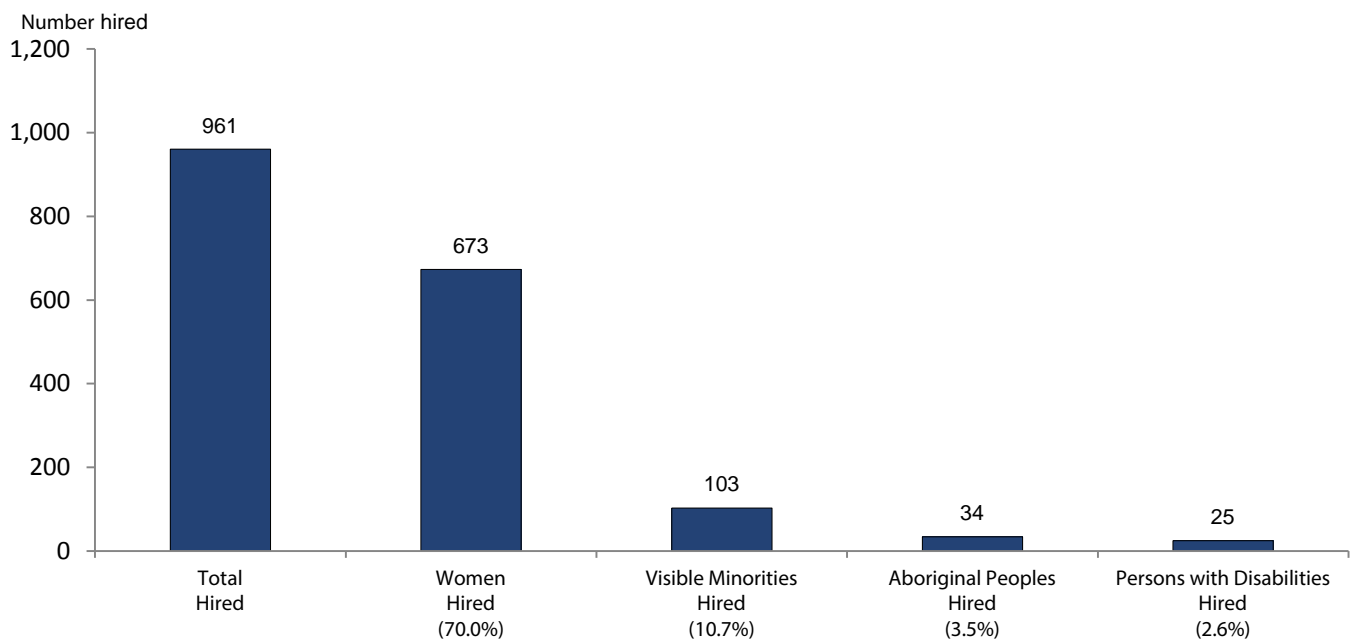


## BC Public Service Indicators of Progress Auxiliary Employees *(current number of Auxiliary Employees = 1,262)*

### % Representation by Designated Group

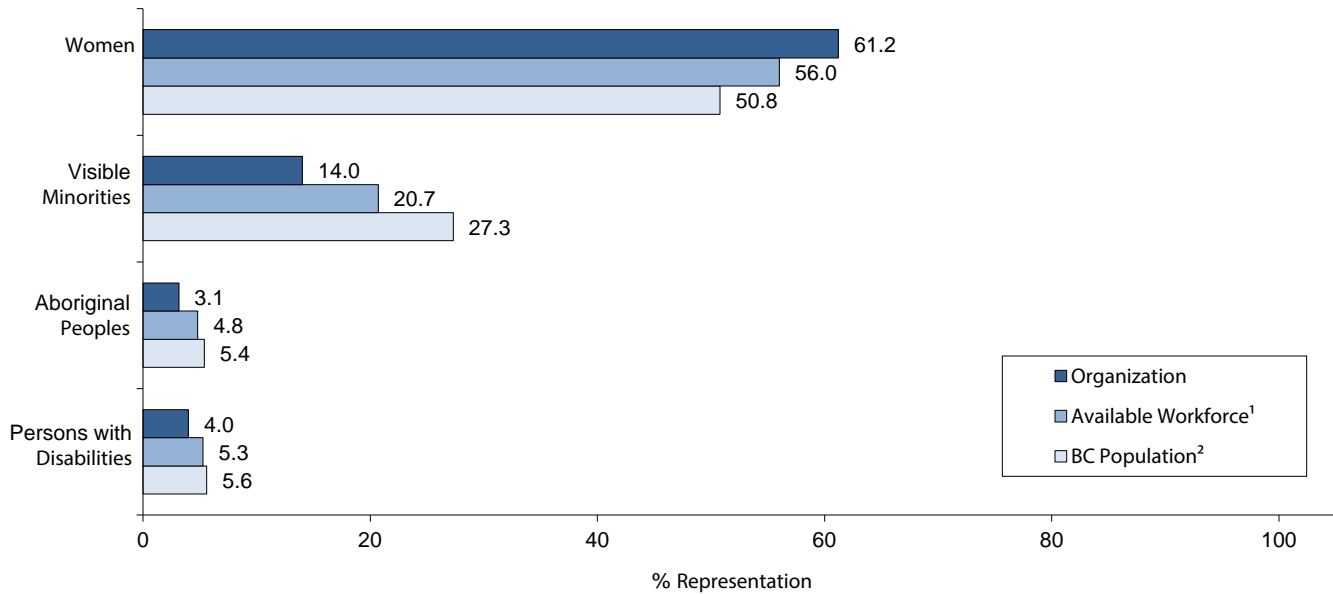


### Hiring of Auxiliaries, 2013 to 2015

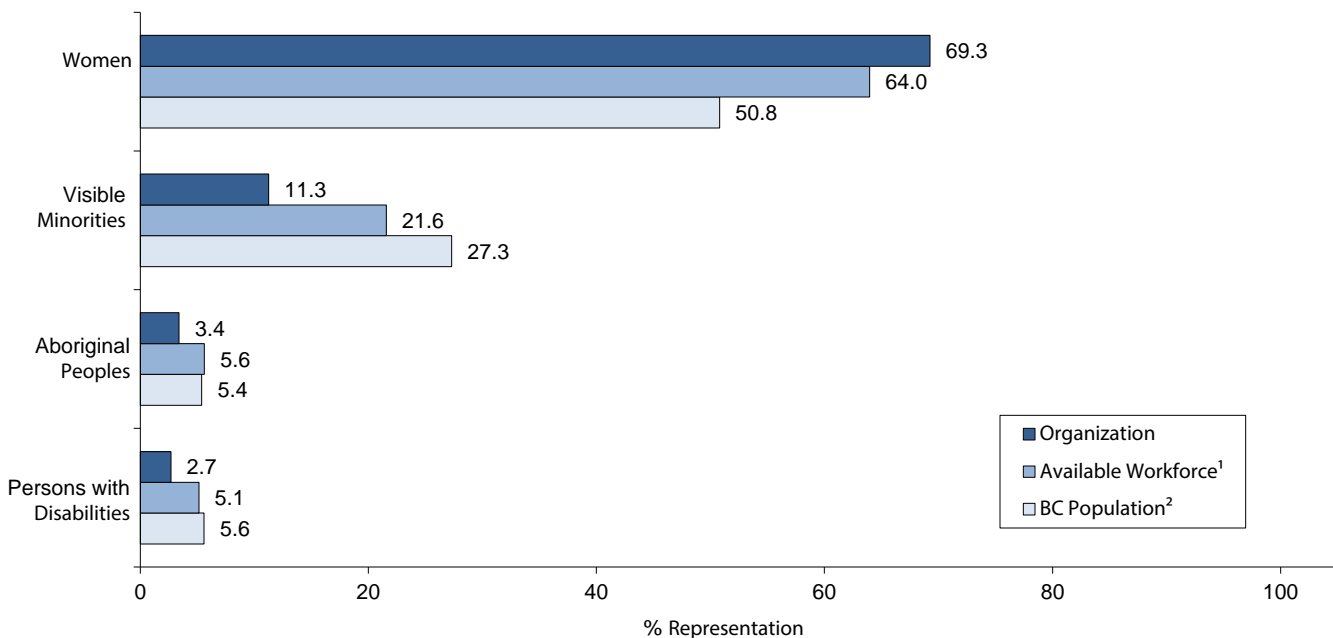


## BC Public Service Compared to the BC Workforce and Population

### Regular Employees (current number of Regular Employees = 23,747)



### Auxiliary Employees (current number of Auxiliary Employees = 1,262)



<sup>1</sup> The representation of the target group in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

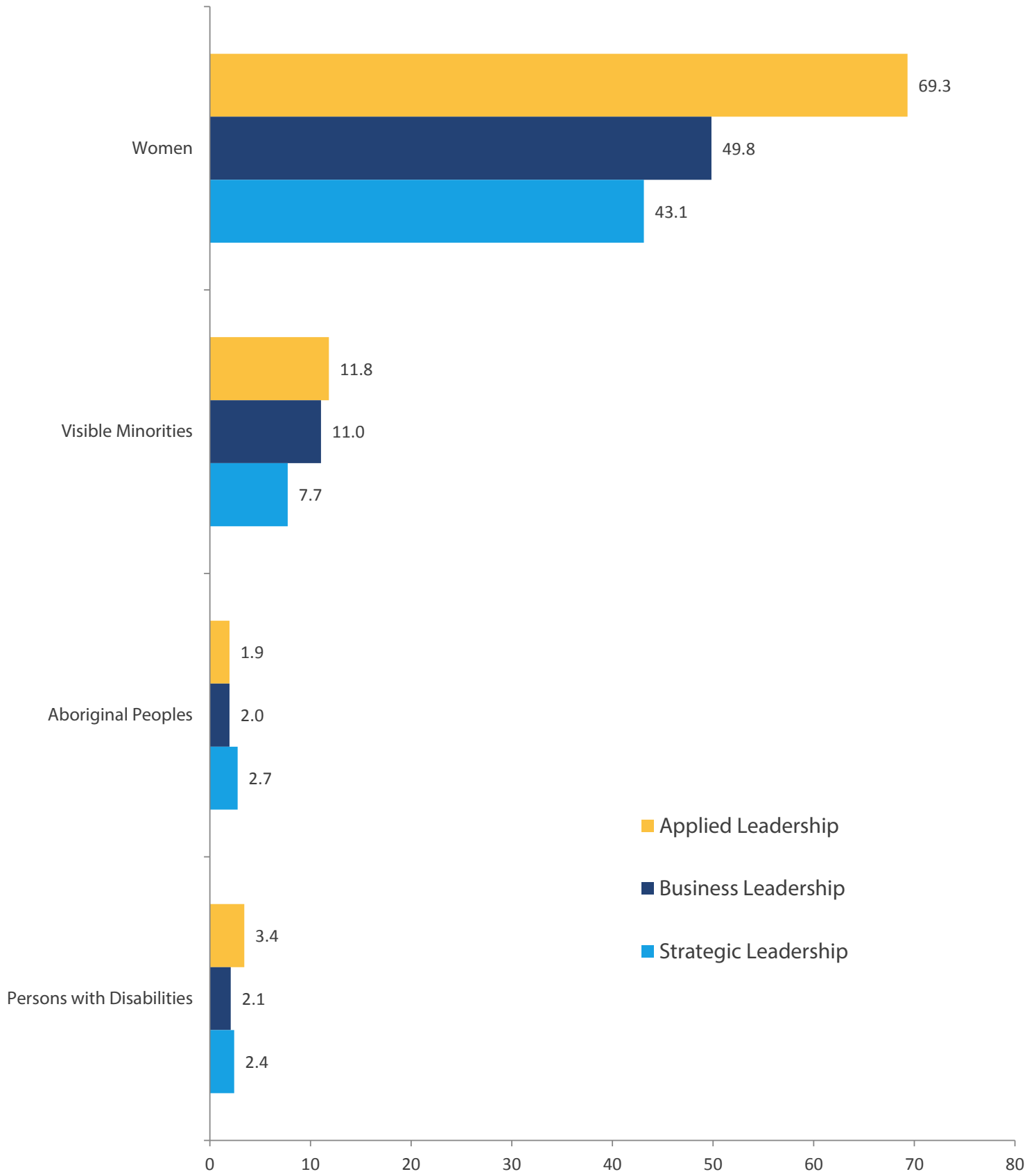
<sup>2</sup> Statistics Canada, 2011 National Household Survey

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

5 3 or more employees in designated group, but suppressed to prevent residual disclosure.

## BC Public Service

### % Representation of target groups in Leadership positions\*

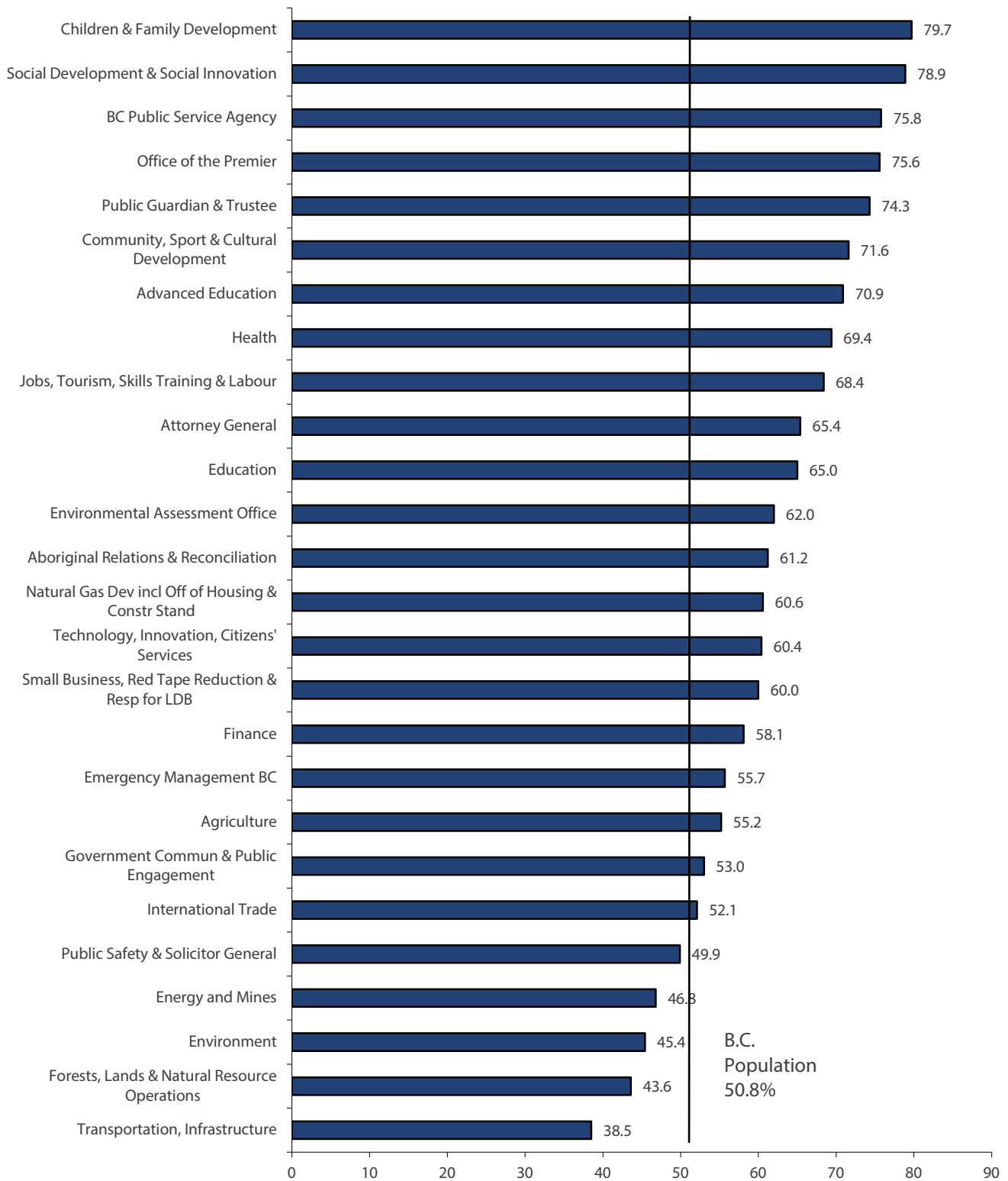


\* Includes all employees (regular and auxiliary)

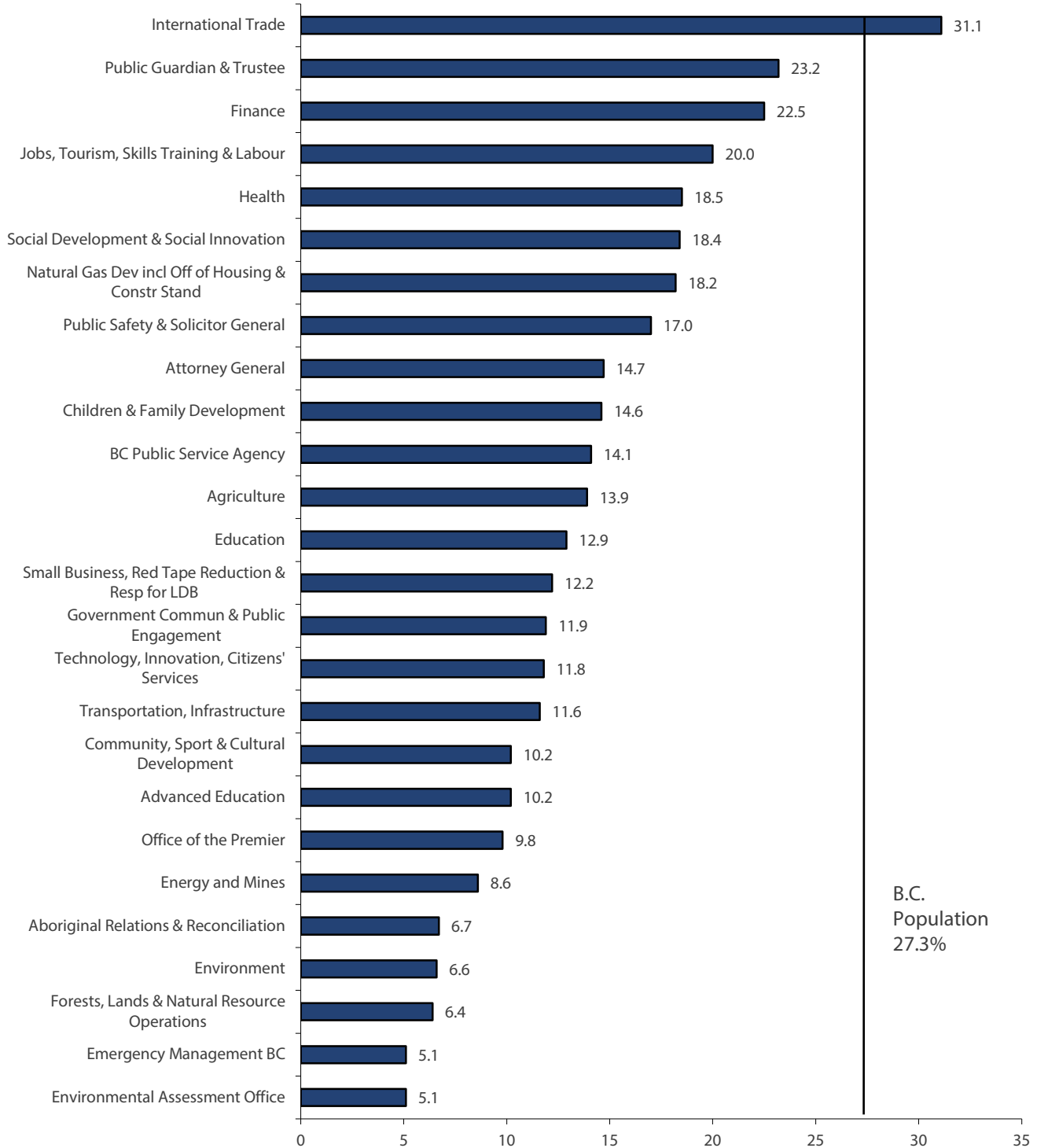
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## BC Public Service

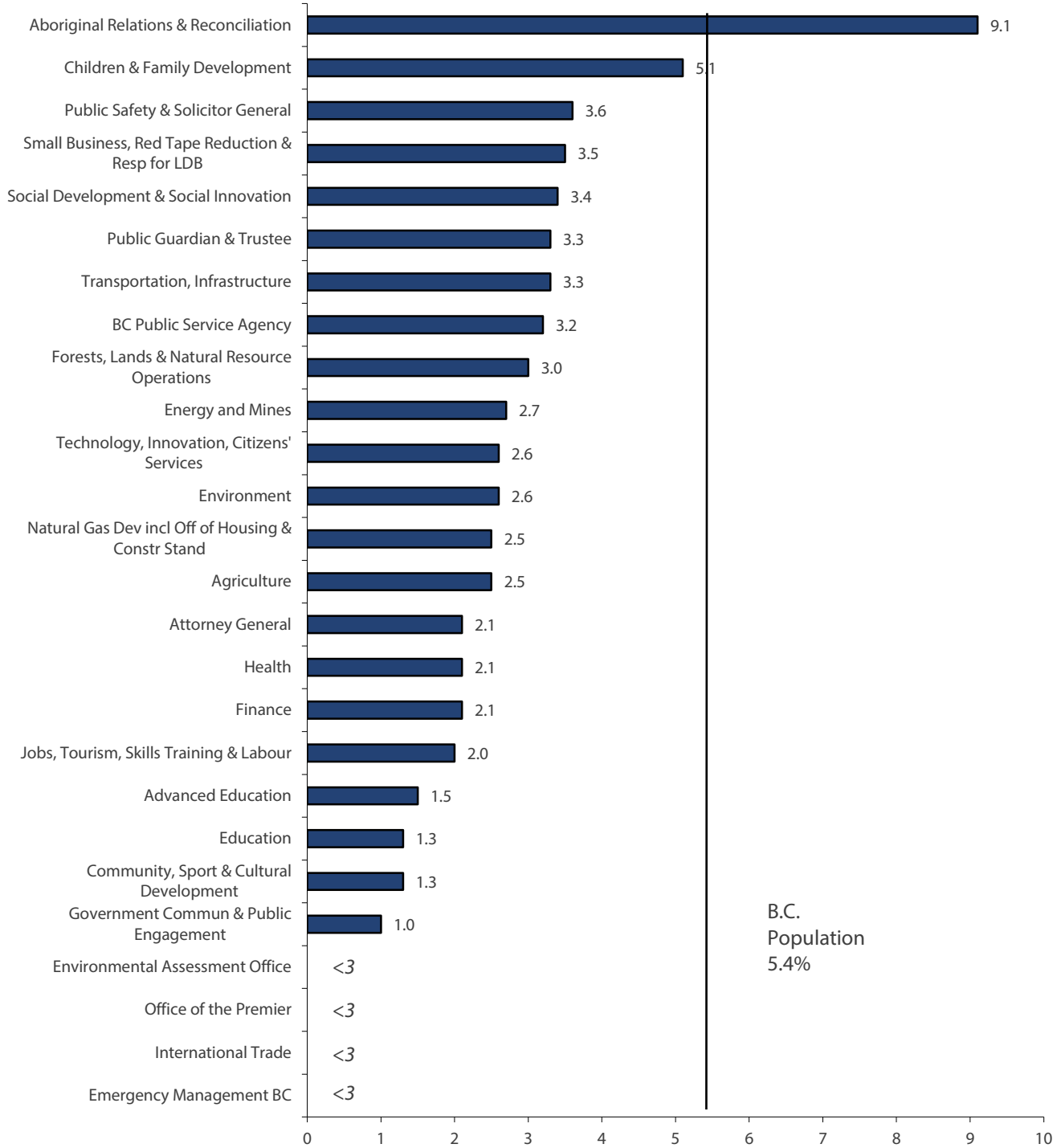
### % Representation of women by organization, regular employees



## BC Public Service Visible Minorities % of regular employees who self-identified, by organization



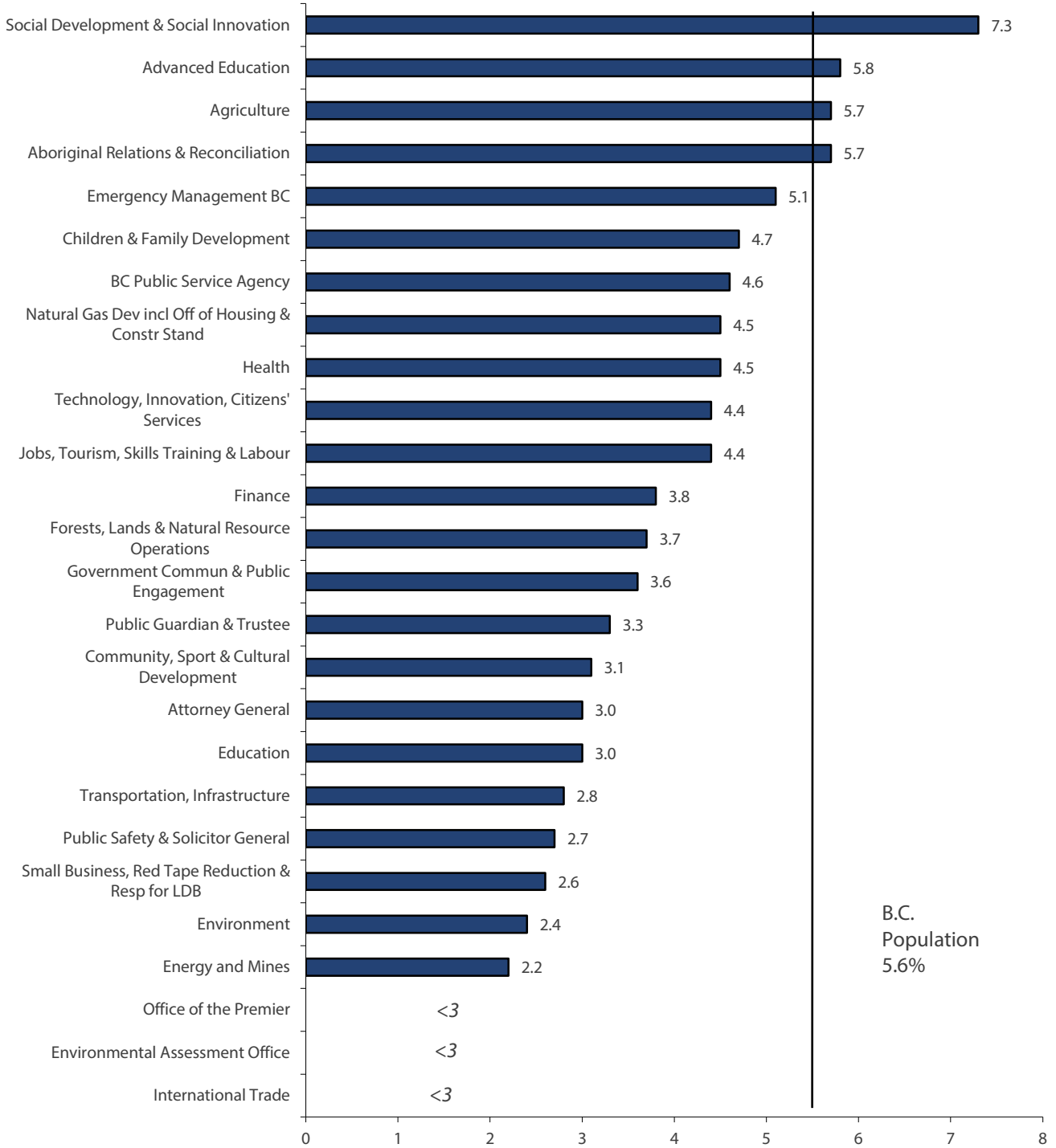
## BC Public Service Aboriginal Peoples % of regular employees who self-identified, by organization



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



## BC Public Service Persons with Disabilities % of regular employees who self-identified, by organization



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

## BC Public Service

### Representation of Visible Minorities by Occupation/Region Regular Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	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	82	923	1,005	8.2	14.0	140	58
Middle and Other Managers	217	1,786	2,003	10.8	19.5	390	173
Professionals	1,432	9,337	10,769	13.3	20.4	2,202	770
Semi-Professionals, Technicians	293	1,636	1,929	15.2	18.4	356	63
Supervisors	83	566	649	12.8	24.8	161	78
<b>**Sub-Total</b>	<b>2,107</b>	<b>14,248</b>	<b>16,355</b>	<b>12.9</b>	<b>19.9</b>	<b>3,250</b>	<b>1,143</b>
Administrative & Senior Clerical	250	1,368	1,618	15.5	19.6	317	67
Crafts and Trades	<3	<3	9	<3	19.1		
Clerical Personnel	542	3,054	3,596	15.1	27.1	975	433
Intermediate Sales & Service	426	1,726	2,152	19.8	17.1		
Other Sales & Service Personnel	<3	<3	7	<3	35.4		
Manual Workers	<3	<3	10	<3	20.0		
Occupations Not Stated			0				
<b>**Sub-Total</b>	<b>1,222</b>	<b>6,170</b>	<b>7,392</b>	<b>16.5</b>	<b>22.5</b>	<b>1,667</b>	<b>445</b>
<b>Total, All Occupations</b>	<b>3,329</b>	<b>20,418</b>	<b>23,747</b>	<b>14.0</b>	<b>20.7</b>	<b>4,916</b>	<b>1,587</b>

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	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
Vancouver CMA	1,713	4,569	6,282	27.3	20.5		
Victoria CMA	1,094	8,193	9,287	11.8	24.1	2,239	1,145
Other B.C. and Not Specified	522	7,656	8,178	6.4	17.0	1,391	869
<b>Total B.C.</b>	<b>3,329</b>	<b>20,418</b>	<b>23,747</b>	<b>14.0</b>	<b>20.7</b>	<b>4,916</b>	<b>1,587</b>

<sup>1</sup> The representation of visible minorities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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

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## BC Public Service Representation of Visible Minorities by Occupation/Region Auxiliary Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	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	4	<3	15.8		
Middle and Other Managers	<3	<3	12	<3	20.4		
Professionals	35	320	355	9.9	18.3	65	30
Semi-Professionals, Technicians	5	5	224	5	16.5	37	21
Supervisors	<3	<3	9	<3	24.8		
<b>**Sub-Total</b>	53	551	604	8.8	17.7	107	54
Administrative & Senior Clerical	13	39	52	25.0	19.7		
Crafts and Trades			0				
Clerical Personnel	54	411	465	11.6	27.1	126	72
Intermediate Sales & Service	12	44	56	21.4	20.7		
Other Sales & Service Personnel	<3	<3	5	<3	36.7		
Manual Workers	<3	<3	35	<3	11.0		x
Occupations Not Stated	5	5	45	5	25.8		
<b>**Sub-Total</b>	89	569	658	13.5	25.1	165	76
<b>Total, All Occupations</b>	142	1,120	1,262	11.3	21.6	272	130

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	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
Vancouver CMA	75	287	362	20.7	22.1		
Victoria CMA	41	330	371	11.1	24.2	90	49
Other B.C. and Not Specified	26	503	529	4.9	19.4	102	76
<b>Total B.C.</b>	142	1,120	1,262	11.3	21.6	272	130

<sup>1</sup> The representation of visible minorities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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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## BC Public Service

### Representation of Visible Minorities by Occupation/Region

#### All Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	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	S	S	1,009	S	14.0	141	59
Middle and Other Managers	S	S	2,015	S	19.5	393	175
Professionals	1,467	9,657	11,124	13.2	20.4	2,267	800
Semi-Professionals, Technicians	S	S	2,153	S	18.2	393	84
Supervisors	S	S	658	S	24.8	163	79
<b>**Sub-Total</b>	2,160	14,799	16,959	12.7	19.8	3,357	1,197
Administrative & Senior Clerical	263	1,407	1,670	15.7	19.6	328	65
Crafts and Trades	<3	<3	9	<3	19.1		
Clerical Personnel	596	3,465	4,061	14.7	27.1	1,102	506
Intermediate Sales & Service	438	1,770	2,208	19.8	17.2		
Other Sales & Service Personnel	<3	<3	12	<3	36.0		x
Manual Workers	<3	<3	45	<3	13.0		x
Occupations Not Stated	S	S	45	S	25.8		
<b>**Sub-Total</b>	1,311	6,739	8,050	16.3	22.8	1,832	521
<b>Total, All Occupations</b>	3,471	21,538	25,009	13.9	20.7	5,189	1,718

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	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
Vancouver CMA	1,788	4,856	6,644	26.9	20.6		
Victoria CMA	1,135	8,523	9,658	11.8	24.1	2,329	1,194
Other B.C. and Not Specified	548	8,159	8,707	6.3	17.2	1,493	945
<b>Total B.C.</b>	3,471	21,538	25,009	13.9	20.7	5,189	1,718

<sup>1</sup> The representation of visible minorities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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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## BC Public Service Flow Report for Visible Minorities, 2013 to 2015

		REGULAR			AUXILIARY		
		VISIBLE MINORITY	NON- VISIBLE MINORITY	TOTAL	VISIBLE MINORITY	NON- VISIBLE MINORITY	TOTAL
Employed 2013		3,172	20,089	23,261	122	905	1,027
Employed 2015		3,329	20,418	23,747	142	1,120	1,262
<b>Hiring</b>							
Hired from Outside	Number	532	3154	3686	103	858	961
	% Share	14.4	85.6	100.0	10.7	89.3	100.0
<b>Total New Hires to Ministry</b>	Number	532	3154	3686	103	858	961
	% Share	14.4	85.6	100.0	10.7	89.3	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number	56	326	382			
	% Share	14.7	85.3	100.0			
<b>Total New Regulars to Ministry</b>	Number	588	3480	4068			
	% Share	14.5	85.5	100.0			
<b>Separations</b>							
Left BC Government	Number	430	3170	3600	28	298	326
	% Share	11.9	88.1	100.0	8.6	91.4	100.0
<b>Total Separations</b>	Number	430	3170	3600	28	298	326
	% Share	11.9	88.1	100.0	8.6	91.4	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number				56	326	382
	% Share				14.7	85.3	100.0
<b>Total Flow out of Auxiliary</b>	Number				84	624	708
	% Share				11.9	88.1	100.0
<b>Promotions<sup>2</sup></b>							
Promoted Within Same Organization	Number	280	1812	2092	<3	<3	16
	% Share	13.4	86.6	100.0	<3	<3	100.0
Promoted from Other Organization	Number	111	639	750	<3	<3	10
	% Share	14.8	85.2	100.0	<3	<3	100.0
<b>Total Promotions (c)</b>	Number	391	2451	2842	<3	<3	26
	% Share	13.8	86.2	100.0	<3	<3	100.0

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

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

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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.

## BC Public Service Representation of Aboriginal Peoples by Occupation/Region Regular Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	ABORIGINAL	NON-ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Senior Managers	21	984	1,005	2.1	5.3	53	32
Middle and Other Managers	43	1,960	2,003	2.1	4.4	88	45
Professionals	325	10,444	10,769	3.0	4.4	474	149
Semi-Professionals, Technicians	76	1,853	1,929	3.9	9.7	187	111
Supervisors	22	627	649	3.4	2.3		
<b>**Sub-Total</b>	<b>487</b>	<b>15,868</b>	<b>16,355</b>	<b>3.0</b>	<b>5.0</b>	<b>817</b>	<b>330</b>
Administrative & Senior Clerical	5	5	1,618	5	4.3	70	21
Crafts and Trades	<3	<3	9	<3	3.4		
Clerical Personnel	143	3,453	3,596	4.0	3.5		
Intermediate Sales & Service	68	2,084	2,152	3.2	5.9	128	60
Other Sales & Service Personnel	<3	<3	7	<3	6.5		
Manual Workers	<3	<3	10	<3	6.1		
Occupations Not Stated			0				
<b>**Sub-Total</b>	<b>260</b>	<b>7,132</b>	<b>7,392</b>	<b>3.5</b>	<b>4.4</b>	<b>326</b>	<b>66</b>
<b>Total, All Occupations</b>	<b>747</b>	<b>23,000</b>	<b>23,747</b>	<b>3.1</b>	<b>4.8</b>	<b>1,143</b>	<b>396</b>

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	ABORIGINAL	NON-ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Vancouver CMA	132	6,150	6,282	2.1	5.5	348	216
Victoria CMA	229	9,058	9,287	2.5	3.8	352	123
Other B.C. and Not Specified	386	7,792	8,178	4.7	5.4	443	57
<b>Total B.C.</b>	<b>747</b>	<b>23,000</b>	<b>23,747</b>	<b>3.1</b>	<b>4.8</b>	<b>1,143</b>	<b>396</b>

<sup>1</sup> The representation of Aboriginal Peoples in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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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OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	ABORIGINAL	NON- ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Senior Managers	<3	<3	4	<3	4.8		
Middle and Other Managers	<3	<3	12	<3	3.2		
Professionals	11	344	355	3.1	5.6	20	9
Semi-Professionals, Technicians	5	5	224	5	8.9	20	15
Supervisors	<3	<3	9	<3	2.3		
<b>**Sub-Total</b>	<b>16</b>	<b>588</b>	<b>604</b>	<b>2.6</b>	<b>6.7</b>	<b>41</b>	<b>25</b>
Administrative & Senior Clerical	<3	<3	52	<3	4.4		
Crafts and Trades			0				
Clerical Personnel	21	444	465	4.5	3.7		
Intermediate Sales & Service	<3	<3	56	<3	6.3		x
Other Sales & Service Personnel	<3	<3	5	<3	6.2		
Manual Workers	<3	<3	35	<3	13.7		x
Occupations Not Stated	<3	<3	45	<3	4.6		
<b>**Sub-Total</b>	<b>27</b>	<b>631</b>	<b>658</b>	<b>4.1</b>	<b>4.6</b>		
<b>Total, All Occupations</b>	<b>43</b>	<b>1,219</b>	<b>1,262</b>	<b>3.4</b>	<b>5.6</b>	<b>71</b>	<b>28</b>

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	ABORIGINAL	NON- ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Vancouver CMA	10	352	362	2.8	6.4	23	13
Victoria CMA	12	359	371	3.2	4.2	16	4
Other B.C. and Not Specified	21	508	529	4.0	6.1	32	11
<b>Total B.C.</b>	<b>43</b>	<b>1,219</b>	<b>1,262</b>	<b>3.4</b>	<b>5.6</b>	<b>71</b>	<b>28</b>

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## BC Public Service

### Representation of Aboriginal Peoples by Occupation/Region All Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	ABORIGINAL	NON-ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Senior Managers	S	S	1,009	S	5.3	54	33
Middle and Other Managers	S	S	2,015	S	4.4	89	46
Professionals	336	10,788	11,124	3.0	4.4	494	158
Semi-Professionals, Technicians	S	S	2,153	S	9.6	207	126
Supervisors	S	S	658	S	2.3		
<b>**Sub-Total</b>	<b>503</b>	<b>16,456</b>	<b>16,959</b>	<b>3.0</b>	<b>5.1</b>	<b>858</b>	<b>355</b>
Administrative & Senior Clerical	S	S	1,670	S	4.3	72	21
Crafts and Trades	<3	<3	9	<3	3.4		
Clerical Personnel	164	3,897	4,061	4.0	3.5		
Intermediate Sales & Service	S	S	2,208	S	5.9	131	62
Other Sales & Service Personnel	<3	<3	12	<3	6.4		
Manual Workers	<3	<3	45	<3	12.0		x
Occupations Not Stated	<3	<3	45	<3	4.6		
<b>**Sub-Total</b>	<b>287</b>	<b>7,763</b>	<b>8,050</b>	<b>3.6</b>	<b>4.4</b>	<b>356</b>	<b>69</b>
<b>Total, All Occupations</b>	<b>790</b>	<b>24,219</b>	<b>25,009</b>	<b>3.2</b>	<b>4.9</b>	<b>1,214</b>	<b>424</b>

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	ABORIGINAL	NON-ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Vancouver CMA	142	6,502	6,644	2.1	5.6	371	229
Victoria CMA	241	9,417	9,658	2.5	3.8	368	127
Other B.C. and Not Specified	407	8,300	8,707	4.7	5.5	475	68
<b>Total B.C.</b>	<b>790</b>	<b>24,219</b>	<b>25,009</b>	<b>3.2</b>	<b>4.9</b>	<b>1,214</b>	<b>424</b>

<sup>1</sup> The representation of Aboriginal Peoples in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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

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## BC Public Service Flow Report for Aboriginal Peoples, 2013 to 2015

	REGULAR			AUXILIARY			
	ABORIGINAL	NON-ABORIGINAL	TOTAL	ABORIGINAL	NON-ABORIGINAL	TOTAL	
Employed 2013	718	22,543	23,261	39	988	1,027	
Employed 2015	747	23,000	23,747	43	1,219	1,262	
<b>Hiring</b>							
Hired from Outside	Number	108	3578	3686	34	927	961
	% Share	2.9	97.1	100.0	3.5	96.5	100.0
<b>Total New Hires to Ministry</b>	Number	108	3578	3686	34	927	961
	% Share	2.9	97.1	100.0	3.5	96.5	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number	18	364	382			
	% Share	4.7	95.3	100.0			
<b>Total New Regulars to Ministry</b>	Number	126	3942	4068			
	% Share	3.1	96.9	100.0			
<b>Separations</b>							
Left BC Government	Number	100	3500	3600	9	317	326
	% Share	2.8	97.2	100.0	2.8	97.2	100.0
<b>Total Separations</b>	Number	100	3500	3600	9	317	326
	% Share	2.8	97.2	100.0	2.8	97.2	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number				18	364	382
	% Share				4.7	95.3	100.0
<b>Total Flow out of Auxiliary</b>	Number				27	681	708
	% Share				3.8	96.2	100.0
<b>Promotions<sup>2</sup></b>							
Promoted Within Same Organization	Number	56	2036	2092	<3	<3	16
	% Share	2.7	97.3	100.0	<3	<3	100.0
Promoted from Other Organization	Number	12	738	750	<3	<3	10
	% Share	1.6	98.4	100.0	<3	<3	100.0
<b>Total Promotions (c)</b>	Number	68	2774	2842	<3	<3	26
	% Share	2.4	97.6	100.0	<3	<3	100.0

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

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

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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.

## BC Public Service Representation of Persons with Disabilities by Occupation/Region Regular Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	DISABLED	NON-DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Senior Managers	21	984	1,005	2.1	4.3	43	22
Middle and Other Managers	41	1,962	2,003	2.0	4.3	86	45
Professionals	392	10,377	10,769	3.6	5.4	577	185
Semi-Professionals, Technicians	139	1,790	1,929	7.2	4.5		
Supervisors	30	619	649	4.6	13.9	90	60
<b>**Sub-Total</b>	<b>623</b>	<b>15,732</b>	<b>16,355</b>	<b>3.8</b>	<b>5.4</b>	<b>883</b>	<b>260</b>
Administrative & Senior Clerical	5	5	1,618	5	3.8		
Crafts and Trades	<3	<3	9	<3	7.6		
Clerical Personnel	179	3,417	3,596	5.0	5.1		
Intermediate Sales & Service	74	2,078	2,152	3.4	5.7	123	49
Other Sales & Service Personnel	<3	<3	7	<3	7.3		
Manual Workers	<3	<3	10	<3	7.5		
Occupations Not Stated			0				
<b>**Sub-Total</b>	<b>323</b>	<b>7,069</b>	<b>7,392</b>	<b>4.4</b>	<b>5.0</b>	<b>369</b>	<b>46</b>
<b>Total, All Occupations</b>	<b>946</b>	<b>22,801</b>	<b>23,747</b>	<b>4.0</b>	<b>5.3</b>	<b>1,253</b>	<b>307</b>

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	DISABLED	NON-DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Vancouver CMA	256	6,026	6,282	4.1	5.3	334	78
Victoria CMA	362	8,925	9,287	3.9	5.2	480	118
Other B.C. and Not Specified	328	7,850	8,178	4.0	5.4	439	111
<b>Total B.C.</b>	<b>946</b>	<b>22,801</b>	<b>23,747</b>	<b>4.0</b>	<b>5.3</b>	<b>1,253</b>	<b>307</b>

<sup>1</sup> The representation of Persons with Disabilities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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

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## BC Public Service Representation of Persons with Disabilities by Occupation/Region Auxiliary Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	DISABLED	NON-DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Senior Managers	<3	<3	4	<3	4.3		
Middle and Other Managers	<3	<3	12	<3	4.3		
Professionals	12	343	355	3.4	5.4	19	7
Semi-Professionals, Technicians	5	5	224	5	4.5	10	3
Supervisors	<3	<3	9	<3	13.9		
<b>**Sub-Total</b>	<b>19</b>	<b>585</b>	<b>604</b>	<b>3.1</b>	<b>5.1</b>	<b>31</b>	<b>12</b>
Administrative & Senior Clerical	3	49	52	5.8	3.8		
Crafts and Trades			0				
Clerical Personnel	9	456	465	1.9	5.1	24	15
Intermediate Sales & Service	<3	<3	56	<3	5.7		
Other Sales & Service Personnel	<3	<3	5	<3	7.3		
Manual Workers	<3	<3	35	<3	5.7		
Occupations Not Stated	<3	<3	45	<3	5.8		
<b>**Sub-Total</b>	<b>15</b>	<b>643</b>	<b>658</b>	<b>2.3</b>	<b>5.1</b>	<b>34</b>	<b>19</b>
<b>Total, All Occupations</b>	<b>34</b>	<b>1,228</b>	<b>1,262</b>	<b>2.7</b>	<b>5.1</b>	<b>65</b>	<b>31</b>

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	DISABLED	NON-DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Vancouver CMA	10	352	362	2.8	5.1	19	9
Victoria CMA	15	356	371	4.0	5.2	19	4
Other B.C. and Not Specified	9	520	529	1.7	5.1	27	18
<b>Total B.C.</b>	<b>34</b>	<b>1,228</b>	<b>1,262</b>	<b>2.7</b>	<b>5.1</b>	<b>65</b>	<b>31</b>

<sup>1</sup> The representation of Persons with Disabilities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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

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## BC Public Service

### Representation of Persons with Disabilities by Occupation/Region All Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	DISABLED	NON-DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Senior Managers	S	S	1,009	S	4.3	43	22
Middle and Other Managers	S	S	2,015	S	4.3	87	46
Professionals	404	10,720	11,124	3.6	5.4	596	192
Semi-Professionals, Technicians	S	S	2,153	S	4.5		
Supervisors	S	S	658	S	13.9	91	61
<b>**Sub-Total</b>	642	16,317	16,959	3.8	5.4	914	272
Administrative & Senior Clerical	72	1,598	1,670	4.3	3.8		
Crafts and Trades	<3	<3	9	<3	7.6		
Clerical Personnel	188	3,873	4,061	4.6	5.1		
Intermediate Sales & Service	S	S	2,208	S	5.7	126	50
Other Sales & Service Personnel	<3	<3	12	<3	7.3		
Manual Workers	<3	<3	45	<3	6.1		
Occupations Not Stated	<3	<3	45	<3	5.8		
<b>**Sub-Total</b>	338	7,712	8,050	4.2	5.0	403	65
<b>Total, All Occupations</b>	980	24,029	25,009	3.9	5.3	1,317	337

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	DISABLED	NON-DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Vancouver CMA	266	6,378	6,644	4.0	5.3	352	86
Victoria CMA	377	9,281	9,658	3.9	5.2	499	122
Other B.C. and Not Specified	337	8,370	8,707	3.9	5.4	466	129
<b>Total B.C.</b>	980	24,029	25,009	3.9	5.3	1,317	337

<sup>1</sup> The representation of Persons with Disabilities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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

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## BC Public Service

### Flow Report for Persons with Disabilities, 2013 to 2015

	REGULAR			AUXILIARY			
	DISABLED	NON-DISABLED	TOTAL	DISABLED	NON-DISABLED	TOTAL	
Employed 2013	994	22,267	23,261	25	1,002	1,027	
Employed 2015	946	22,801	23,747	34	1,228	1,262	
<b>Hiring</b>							
Hired from Outside	Number	84	3602	3686	25	936	961
	% Share	2.3	97.7	100.0	2.6	97.4	100.0
<b>Total New Hires to Ministry</b>	Number	84	3602	3686	25	936	961
	% Share	2.3	97.7	100.0	2.6	97.4	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number	10	372	382			
	% Share	2.6	97.4	100.0			
<b>Total New Regulars to Ministry</b>	Number	94	3974	4068			
	% Share	2.3	97.7	100.0			
<b>Separations</b>							
Left BC Government	Number	140	3460	3600	8	318	326
	% Share	3.9	96.1	100.0	2.5	97.5	100.0
<b>Total Separations</b>	Number	140	3460	3600	8	318	326
	% Share	3.9	96.1	100.0	2.5	97.5	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number				10	372	382
	% Share				2.6	97.4	100.0
<b>Total Flow out of Auxiliary</b>	Number				18	690	708
	% Share				2.5	97.5	100.0
<b>Promotions<sup>2</sup></b>							
Promoted Within Same Organization	Number	66	2026	2092	<3	<3	16
	% Share	3.2	96.8	100.0	<3	<3	100.0
Promoted from Other Organization	Number	19	731	750	<3	<3	10
	% Share	2.5	97.5	100.0	<3	<3	100.0
<b>Total Promotions (c)</b>	Number	85	2757	2842	<3	<3	26
	% Share	3.0	97.0	100.0	<3	<3	100.0

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

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

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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.

## BC Public Service Representation by Women by Occupation/Region Regular Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Senior Managers	463	542	1,005	46.1	35.6		
Middle and Other Managers	1,029	974	2,003	51.4	50.3		
Professionals	6,125	4,644	10,769	56.9	51.0		
Semi-Professionals, Technicians	1,210	719	1,929	62.7	54.6		
Supervisors	573	76	649	88.3	75.2		
<b>**Sub-Total</b>	<b>9,400</b>	<b>6,955</b>	<b>16,355</b>	<b>57.5</b>	<b>51.4</b>		
Administrative & Senior Clerical	1,298	320	1,618	80.2	78.6		
Crafts and Trades	1	8	9	11.1	8.3		
Clerical Personnel	3,211	385	3,596	89.3	83.0		
Intermediate Sales & Service	620	1,532	2,152	28.8	29.8		
Other Sales & Service Personnel	6	1	7	85.7	59.7		
Manual Workers	0	10	10	0.0	7.1		
Occupations Not Stated			0				
<b>**Sub-Total</b>	<b>5,136</b>	<b>2,256</b>	<b>7,392</b>	<b>69.5</b>	<b>66.3</b>		
<b>Total, All Occupations</b>	<b>14,536</b>	<b>9,211</b>	<b>23,747</b>	<b>61.2</b>	<b>56.0</b>		

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	REGION WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOEMN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Vancouver CMA	3,952	2,330	6,282	62.9	59.8		
Victoria CMA	5,905	3,382	9,287	63.6	55.7		
Other B.C. and Not Specified	4,679	3,499	8,178	57.2	53.5		
<b>Total B.C.</b>	<b>14,536</b>	<b>9,211</b>	<b>23,747</b>	<b>61.2</b>	<b>56.0</b>		

<sup>1</sup> The representation of women in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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

## BC Public Service Representation by Women by Occupation/Region Auxiliary Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Senior Managers	1	3	4	25.0	32.3		
Middle and Other Managers	8	4	12	66.7	49.5		
Professionals	246	109	355	69.3	63.1		
Semi-Professionals, Technicians	124	100	224	55.4	46.4		
Supervisors	9	0	9	100.0	75.2		
<b>**Sub-Total</b>	<b>388</b>	<b>216</b>	<b>604</b>	<b>64.2</b>	<b>56.6</b>		
Administrative & Senior Clerical	36	16	52	69.2	76.3		
Crafts and Trades			0				
Clerical Personnel	389	76	465	83.7	81.0		
Intermediate Sales & Service	22	34	56	39.3	35.3		
Other Sales & Service Personnel	4	1	5	80.0	64.4		
Manual Workers	13	22	35	37.1	11.8		
Occupations Not Stated	22	23	45	48.9	48.5		
<b>**Sub-Total</b>	<b>486</b>	<b>172</b>	<b>658</b>	<b>73.9</b>	<b>70.7</b>		
<b>Total, All Occupations</b>	<b>874</b>	<b>388</b>	<b>1,262</b>	<b>69.3</b>	<b>64.0</b>		

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	REGION WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOEMN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Vancouver CMA	249	113	362	68.8	70.7		
Victoria CMA	252	119	371	67.9	62.9		
Other B.C. and Not Specified	373	156	529	70.5	60.1		
<b>Total B.C.</b>	<b>874</b>	<b>388</b>	<b>1,262</b>	<b>69.3</b>	<b>64.0</b>		

<sup>1</sup> The representation of women in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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

## BC Public Service Representation by Women by Occupation/Region All Employees

OCCUPATION GROUP	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Senior Managers	464	545	1,009	46.0	35.6		
Middle and Other Managers	1,037	978	2,015	51.5	50.3		
Professionals	6,371	4,753	11,124	57.3	51.4		
Semi-Professionals, Technicians	1,334	819	2,153	62.0	53.7		
Supervisors	582	76	658	88.4	75.2		
<b>**Sub-Total</b>	<b>9,788</b>	<b>7,171</b>	<b>16,959</b>	<b>57.7</b>	<b>51.6</b>		
Administrative & Senior Clerical	1,334	336	1,670	79.9	78.5		
Crafts and Trades	1	8	9	11.1	8.3		
Clerical Personnel	3,600	461	4,061	88.6	82.7		
Intermediate Sales & Service	642	1,566	2,208	29.1	29.9		
Other Sales & Service Personnel	10	2	12	83.3	61.7		
Manual Workers	13	32	45	28.9	10.7		
Occupations Not Stated	22	23	45	48.9	48.5		
<b>**Sub-Total</b>	<b>5,622</b>	<b>2,428</b>	<b>8,050</b>	<b>69.8</b>	<b>66.7</b>		
<b>Total, All Occupations</b>	<b>15,410</b>	<b>9,599</b>	<b>25,009</b>	<b>61.6</b>	<b>56.4</b>		

REGION	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	REGION WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOEMN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Vancouver CMA	4,201	2,443	6,644	63.2	60.4		
Victoria CMA	6,157	3,501	9,658	63.8	56.0		
Other B.C. and Not Specified	5,052	3,655	8,707	58.0	53.9		
<b>Total B.C.</b>	<b>15,410</b>	<b>9,599</b>	<b>25,009</b>	<b>61.6</b>	<b>56.4</b>		

<sup>1</sup> The representation of women in the BC Workforce according to Statistics Canada's 2011 National Household Survey. 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.

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



## BC Public Service Flow Report for Women, 2013 to 2015

	REGULAR			AUXILIARY			
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	
Employed 2013	14,091	9,170	23,261	713	314	1,027	
Employed 2015	14,536	9,211	23,747	874	388	1,262	
<b>Hiring</b>							
Hired from Outside	Number	2,407	1,279	3,686	673	288	961
	% Share	65.3	34.7	100.0	70.0	30.0	100.0
<b>Total New Hires to BC Public Service</b>	Number	2,407	1,279	3,686	673	288	961
	% Share	65.3	34.7	100.0	70.0	30.0	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number	276	106	382			
	% Share	72.3	27.7	100.0			
<b>Total New Regulars to BC Public Service</b>	Number	2,683	1,385	4,068			
	% Share	66.0	34.0	100.0			
<b>Separations</b>							
Left BC Government	Number	2,247	1,353	3,600	227	99	326
	% Share	62.4	37.6	100.0	69.6	30.4	100.0
<b>Total Separations</b>	Number	2,247	1,353	3,600	227	99	326
	% Share	62.4	37.6	100.0	69.6	30.4	100.0
Changed Status from Auxiliary to Regular <sup>1</sup>	Number				276	106	382
	% Share				72.3	27.7	100.0
<b>Total Flow out of Auxiliary</b>	Number				503	205	708
	% Share				71.0	29.0	100.0
<b>Promotions<sup>2</sup></b>							
Promoted Within Same Organization	Number	1,249	843	2,092	9	7	16
	% Share	59.7	40.3	100.0	56.3	43.8	100.0
Promoted from Other Organization	Number	531	219	750	9	1	10
	% Share	70.8	29.2	100.0	90.0	10.0	100.0
<b>Total Promotions</b>	Number	1,780	1,062	2,842	18	8	26
	% Share	62.6	37.4	100.0	69.2	30.8	100.0

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

<sup>2</sup> 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.

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

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.

## BC Public Service Women Representation by Occupation, Compared to the Available Workforce Regular Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Senior Managers</b>							
Applied Leadership	4	0	4	100.0	52.6		
Assistant Deputy Minister Bd A	1	0	1	100.0	46.1		
Assistant Deputy Minister Bd B	23	34	57	40.4	46.1		
Assistant Deputy Minister Bd C	17	14	31	54.8	46.1		
Assistant Deputy Minister Bd D	4	9	13	30.8	46.1	6	2
Associate Deputy Minister	8	4	12	66.7	46.1		
Business Leadership	141	126	267	52.8	46.3		
Deputy Minister	10	17	27	37.0	46.1		
Senior Executive Band A	5	9	14	35.7	46.1		
Strategic Leadership	250	329	579	43.2	27.7		
*** TOTAL	463	542	1,005	46.1	35.6		
<b>Middle and Other Managers</b>							
Applied Leadership	275	119	394	69.8	52.2		
Band A	0	1	1	0.0	39.9		
Business Leadership	747	828	1,575	47.4	50.0	788	41
Chairperson	1	0	1	100.0	65.4		
Crown Counsel Manager	5	25	30	16.7	39.3	12	7
Management Level 01	1	0	1	100.0	39.9		
Management Level 02	0	1	1	0.0	39.9		
*** TOTAL	1,029	974	2,003	51.4	50.3		
<b>Professionals</b>							
Administrative Officer 21-30	913	477	1,390	65.7	54.4		
Applied Leadership	394	189	583	67.6	63.3		
Archivist 21-27	6	1	7	85.7	84.8		
Articling Student	8	3	11	72.7	38.2		
Biologist	106	137	243	43.6	44.4		
Business Leadership	247	177	424	58.3	57.6		
Communications Officer 21-24	11	4	15	73.3	64.3		
Community Coroner	40	30	70	57.1	73.5	51	11
Crown Counsel	235	194	429	54.8	38.2		
Economist	29	52	81	35.8	48.2	39	10
Editor	5	1	6	83.3	60.8		
Education Officer	39	19	58	67.2	69.7		
Financial Off (Tax Audit)	87	114	201	43.3	53.9		
Financial Officer 21-30	215	110	325	66.2	49.6		
Heritage Resources Off 21-30	6	0	6	100.0	59.2		
Information Systems 21-30	339	578	917	37.0	22.0		
Instructor (Corrections) 21-24	0	6	6	0.0	59.7	4	4
Laboratory/Hlth Sci Off 21-30	16	4	20	80.0	24.9		
Lead Programmer Analyst	0	2	2	0.0	22.2		
Lead Systems Analyst	0	1	1	0.0	28.8		
Legal Counsel	149	113	262	56.9	38.2		
Legal Counsel Manager	2	1	3	66.7	38.2		
Librarian	8	0	8	100.0	86.9		
Lic Psychological Assoc	1	0	1	100.0	69.8		
Licensed Psychologist	42	16	58	72.4	69.8		
Licensed Sc Off Agrologist	60	71	131	45.8	34.0		
Licensed Sc Off Engineer	8	18	26	30.8	15.5		
Licensed Sc Off Forester	135	348	483	28.0	15.8		
Licensed Sc Off Geologist	13	23	36	36.1	23.1		
Licensed Sc Off Other	70	78	148	47.3	21.0		
LSO--Designated Profssnl Eng	36	143	179	20.1	14.7		
LSO--Designtd Petroleum Geog	3	6	9	33.3	23.1		
Nurse	13	1	14	92.9	91.2		
Nurse (C)	41	6	47	87.2	90.4		
Nurse (H)	30	7	37	81.1	90.3		
Nutritionist	19	1	20	95.0	90.6		

## BC Public Service Women Representation by Occupation, Compared to the Available Workforce Regular Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Professionals (cont.)</b>							
Pharmacist	9	9	18	50.0	61.3		
Planning Officer	29	24	53	54.7	42.8		
Policy Analyst - Economics	10	4	14	71.4	48.4		
Policy Analyst - Finance	15	16	31	48.4	47.8		
Policy Analyst - Science	30	13	43	69.8	40.2		
Policy Analyst - Soc/Info/Hlth	74	29	103	71.8	69.5		
Programmer Analyst	1	2	3	33.3	22.2		
Psychologist	2	0	2	100.0	69.8		
Research Officer 21-30	78	66	144	54.2	61.6		
Salaried Physician	2	3	5	40.0	36.9		
Science Officer	0	3	3	0.0	24.3		
Scientific/Tech Off 21-30	402	959	1,361	29.5	32.1	436	34
Senior Application Developer	0	1	1	0.0	22.2		
Social Prog Off (CYMH)	238	61	299	79.6	81.9		
Social Prog Off 21-30	1,904	517	2,421	78.6	76.1		
Veterinarian	0	1	1	0.0	55.7		
Veterinary Leader	1	0	1	100.0	55.7		
Veterinary Specialist	4	5	9	44.4	55.7		
*** TOTAL	6,125	4,644	10,769	56.9	51.0		
<b>Semi-Professionals, Technicians</b>							
Applied Leadership	4	1	5	80.0	38.9		
Business Leadership	11	22	33	33.3	30.5		
Child Care Counsellor	39	23	62	62.9	75.6		
Community Prog Off	14	2	16	87.5	75.6		
Community Prog Off (FAW)	624	133	757	82.4	75.6		
Community Prog Off (FMW)	6	1	7	85.7	75.6		
Community Prog Off (IA)	81	17	98	82.7	75.6		
Community Prog Officer (CVWS)	10	0	10	100.0	75.6		
Conservation Officer	7	112	119	5.9	23.5	28	21
Coordinator Of Volunteers	1	0	1	100.0	75.6		
Information Systems 13-18	97	64	161	60.2	23.2		
Insp Mechan Mtr Vehicles	0	28	28	0.0	17.9	5	5
Instructor (Corrections) 18	5	13	18	27.8	59.7	11	6
Laboratory Assistant	8	2	10	80.0	83.4		
Paralegal	75	6	81	92.6	84.2		
Probation Interviewer	40	18	58	69.0	75.6		
Safety Officer	2	0	2	100.0	37.8		
Scientific/Tech Off 11-18	153	248	401	38.2	23.6		
Social Prog Off 14	1	1	2	50.0	96.5		
Social Worker Assistant	17	0	17	100.0	75.6		
Tech Enforcement Officer 11-18	6	16	22	27.3	21.5		
Tech Enforcement Officer 21	8	11	19	42.1	21.5		
Training Consultant	1	1	2	50.0	75.8		
*** TOTAL	1,210	719	1,929	62.7	54.6		
<b>Supervisors</b>							
Clerk 14	551	75	626	88.0	75.2		
Clerk Stenographer 14	22	1	23	95.7	75.2		
*** TOTAL	573	76	649	88.3	75.2		
<b>Administrative &amp; Senior Clerical</b>							
Administrative Coordinator	1	0	1	100.0	88.3		
Administrative Officer 14-18	818	200	1,018	80.4	73.1		
Applied Leadership	54	13	67	80.6	80.8		
Business Leadership	18	14	32	56.2	76.5	24	6
Communications Officer 14-18	39	15	54	72.2	76.3		
Executive Administrative Asst	85	0	85	100.0	94.3		
Financial Officer 14-18	247	74	321	76.9	90.2	290	43

## BC Public Service Women Representation by Occupation, Compared to the Available Workforce Regular Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Administrative &amp; Senior Clerical (cont.)</b>							
Judicial Admin Assistant	1	0	1	100.0	96.6		
Research Officer 13-18	7	4	11	63.6	83.3	9	2
Senior Executive Assistant	28	0	28	100.0	94.3		
*** TOTAL	1,298	320	1,618	80.2	78.6		
<b>Crafts and Trades</b>							
Foreman	0	2	2	0.0	5.6		
Printing Operator	0	2	2	0.0	13.7		
Supervisor	1	0	1	100.0	14.1		
TJ Mechanic Hvy Vehicle & Eqpt	0	1	1	0.0	0.8		
TJ Mechanic Lt Vehicle & Eqpt	0	2	2	0.0	2.5		
TS Gardener	0	1	1	0.0	16.4		
*** TOTAL	1	8	9	11.1	8.3		
<b>Clerical Personnel</b>							
Applied Leadership	4	1	5	80.0	88.0		
Business Leadership	1	1	2	50.0	90.5		
Clerk 9-11	1,995	220	2,215	90.1	83.4		
Clerk Postal	16	44	60	26.7	64.8	39	23
Clerk Stenographer 9-11	676	24	700	96.6	83.7		
Control Tower Operator	0	5	5	0.0	52.3	3	3
Court Clerk	265	29	294	90.1	89.5		
Office Assistant	244	18	262	93.1	87.0		
Stockworker	10	43	53	18.9	20.8		
*** TOTAL	3,211	385	3,596	89.3	83.0		
<b>Intermediate Sales &amp; Service</b>							
Admin Officer (AMI)	89	31	120	74.2	36.5		
Applied Leadership	2	4	6	33.3	52.7		
Business Leadership	0	4	4	0.0	36.5		
Commercial Transport Insp	32	121	153	20.9	36.5	56	24
Correctional Serv Growth - 18	366	851	1,217	30.1	30.5		
Correctional Service 21-27	62	154	216	28.7	30.5		
Deputy Sheriff 14-18	49	294	343	14.3	22.0	75	26
Deputy Sheriff 21-24	9	56	65	13.8	22.0	14	5
Deputy Sheriff Instructor	1	5	6	16.7	22.0		
Deputy Sheriff Sr Intel Of	2	4	6	33.3	22.0		
Food Production Services 11-18	6	1	7	85.7	32.4		
Health Care Worker	2	3	5	40.0	83.6	4	2
Insp Fire Commission Off	0	4	4	0.0	4.5		
*** TOTAL	620	1,532	2,152	28.8	29.8		
<b>Other Sales &amp; Service Personnel</b>							
Building Maintenance Wkr	0	1	1	0.0	31.0		
Food Production Services 7-9	6	0	6	100.0	64.4		
*** TOTAL	6	1	7	85.7	59.7		
<b>Manual Workers</b>							
Machine Operator	0	8	8	0.0	4.3		
Pre-Press Technician	0	1	1	0.0	24.5		
Utility Worker	0	1	1	0.0	12.2		
*** TOTAL	0	10	10	0.0	7.1		
<b>TOTAL, ALL CLASSIFICATIONS</b>	<b>14,536</b>	<b>9,211</b>	<b>23,747</b>	<b>61.2</b>	<b>56.0</b>		

**\*\* FOOTNOTES \*\***

<sup>1</sup> 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.

<sup>2</sup> 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 - Women.  
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

## BC Public Service Women Representation by Occupation, Compared to the Available Workforce Auxiliary Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Senior Managers</b>							
Business Leadership	0	1	1	0.0	46.1		
Strategic Leadership	1	2	3	33.3	27.7		
*** TOTAL	1	3	4	25.0	32.3		
<b>Middle and Other Managers</b>							
Applied Leadership	2	1	3	66.7	47.3		
Business Leadership	6	3	9	66.7	50.2		
*** TOTAL	8	4	12	66.7	49.5		
<b>Professionals</b>							
Administrative Officer 21-30	32	9	41	78.0	55.6		
Applied Leadership	9	4	13	69.2	60.0		
Archivist 21-27	0	1	1	0.0	84.8		
Biologist	5	8	13	38.5	44.4		
Business Leadership	2	5	7	28.6	57.9	4	2
Crown Counsel	3	3	6	50.0	38.2		
Economist	0	2	2	0.0	48.2		
Financial Officer 21-30	3	3	6	50.0	48.6		
Information Systems 21-30	1	3	4	25.0	23.9		
Laboratory/Hlth Sci Off 21-30	2	0	2	100.0	24.9		
Legal Counsel	2	3	5	40.0	38.2		
Licensed Sc Off Agrologist	2	0	2	100.0	34.0		
Licensed Sc Off Engineer	0	1	1	0.0	15.7		
Licensed Sc Off Forester	5	2	7	71.4	15.8		
Licensed Sc Off Other	2	2	4	50.0	17.3		
Nurse (C)	6	1	7	85.7	91.2		
Nurse (H)	15	5	20	75.0	91.2		
Nutritionist	4	1	5	80.0	90.6		
Occupational Therapist	1	0	1	100.0	90.7		
Pharmacist	1	1	2	50.0	61.3		
Planning Officer	1	0	1	100.0	42.8		
Policy Analyst - Science	3	0	3	100.0	40.2		
Policy Analyst - Soc/Info/Hlth	2	0	2	100.0	69.2		
Research Officer 21-30	6	2	8	75.0	69.0		
Scientific/Tech Off 21-30	23	22	45	51.1	32.8		
Social Prog Off (CYMH)	17	4	21	81.0	81.9		
Social Prog Off 21-30	98	27	125	78.4	78.5		
Veterinarian	1	0	1	100.0	55.7		
*** TOTAL	246	109	355	69.3	63.1		
<b>Semi-Professionals, Technicians</b>							
Business Leadership	1	1	2	50.0	30.2		
Child Care Counsellor	19	6	25	76.0	75.6		
Community Prog Off	3	0	3	100.0	75.6		
Community Prog Off (FAW)	12	0	12	100.0	75.6		
Community Prog Officer (CVWS)	1	1	2	50.0	75.6		
Forest Technician	13	6	19	68.4	21.5		
Information Systems 13-18	5	7	12	41.7	23.2		
Laboratory Assistant	3	3	6	50.0	83.4	5	2
Paralegal	1	0	1	100.0	84.2		
Probation Interviewer	20	19	39	51.3	75.6	29	9
Scientific/Tech Off 11-18	37	51	88	42.0	23.4		
Social Worker Assistant	6	1	7	85.7	75.6		
Tech Enforcement Officer 11-18	3	5	8	37.5	43.5		
*** TOTAL	124	100	224	55.4	46.4		

## BC Public Service Women Representation by Occupation, Compared to the Available Workforce Auxiliary Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Supervisors</b>							
Clerk 14	8	0	8	100.0	75.2		
Clerk Stenographer 14	1	0	1	100.0	75.2		
*** TOTAL	9	0	9	100.0	75.2		
<b>Administrative &amp; Senior Clerical</b>							
Administrative Officer 14-18	24	14	38	63.2	72.0		
Applied Leadership	1	0	1	100.0	93.2		
Communications Officer 14-18	2	0	2	100.0	76.3		
Executive Administrative Asst	2	0	2	100.0	94.3		
Financial Officer 14-18	2	2	4	50.0	90.2	4	2
Research Officer 13-18	3	0	3	100.0	83.3		
Senior Executive Assistant	2	0	2	100.0	94.3		
*** TOTAL	36	16	52	69.2	76.3		
<b>Clerical Personnel</b>							
Clerk 9-11	169	23	192	88.0	83.7		
Clerk Postal	19	21	40	47.5	64.8	26	7
Clerk Stenographer 9-11	57	2	59	96.6	83.8		
Control Tower Operator	1	1	2	50.0	52.3		
Court Clerk	24	2	26	92.3	89.5		
Office Assistant	118	12	130	90.8	87.0		
Stockworker	1	15	16	6.2	20.8	3	2
*** TOTAL	389	76	465	83.7	81.0		
<b>Intermediate Sales &amp; Service</b>							
Applied Leadership	1	0	1	100.0	36.5		
Commercial Transport Insp	1	0	1	100.0	36.5		
Correctional Serv Growth - 18	17	31	48	35.4	30.5		
Deputy Sheriff 14-18	0	1	1	0.0	22.0		
Health Care Worker	3	2	5	60.0	83.6		
*** TOTAL	22	34	56	39.3	35.3		
<b>Other Sales &amp; Service Personnel</b>							
Food Production Services 7-9	4	1	5	80.0	64.4		
*** TOTAL	4	1	5	80.0	64.4		
<b>Manual Workers</b>							
Labourer	2	2	4	50.0	12.2		
Machine Operator	0	5	5	0.0	6.5		
Park Assistant 07-11	11	15	26	42.3	12.7		
*** TOTAL	13	22	35	37.1	11.8		
<b>Occupations Not Stated</b>							
Aboriginal Youth Intern Prog	1	0	1	100.0	48.5		
Coop Education Train Prog	18	23	41	43.9	48.5		
Public Serv Intrnship Pro (AS)	3	0	3	100.0	48.5		
*** TOTAL	22	23	45	48.9	48.5		
<b>TOTAL, ALL CLASSIFICATIONS</b>	874	388	1,262	69.3	64.0		

**\*\* FOOTNOTES \*\***

<sup>1</sup> 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.

<sup>2</sup> 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 - Women.  
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.



## BC Public Service Women Representation by Occupation, Compared to the Available Workforce All Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Senior Managers</b>							
Applied Leadership	4	0	4	100.0	52.6		
Assistant Deputy Minister Bd A	1	0	1	100.0	46.1		
Assistant Deputy Minister Bd B	23	34	57	40.4	46.1		
Assistant Deputy Minister Bd C	17	14	31	54.8	46.1		
Assistant Deputy Minister Bd D	4	9	13	30.8	46.1	6	2
Associate Deputy Minister	8	4	12	66.7	46.1		
Business Leadership	141	127	268	52.6	46.3		
Deputy Minister	10	17	27	37.0	46.1		
Senior Executive Band A	5	9	14	35.7	46.1		
Strategic Leadership	251	331	582	43.1	27.7		
*** TOTAL	464	545	1,009	46.0	35.6		
<b>Middle and Other Managers</b>							
Applied Leadership	277	120	397	69.8	52.1		
Band A	0	1	1	0.0	39.9		
Business Leadership	753	831	1,584	47.5	50.0	793	40
Chairperson	1	0	1	100.0	65.4		
Crown Counsel Manager	5	25	30	16.7	39.3	12	7
Management Level 01	1	0	1	100.0	39.9		
Management Level 02	0	1	1	0.0	39.9		
*** TOTAL	1,037	978	2,015	51.5	50.3		
<b>Professionals</b>							
Administrative Officer 21-30	945	486	1,431	66.0	54.4		
Applied Leadership	403	193	596	67.6	63.2		
Archivist 21-27	6	2	8	75.0	84.8		
Articling Student	8	3	11	72.7	38.2		
Biologist	111	145	256	43.4	44.4		
Business Leadership	249	182	431	57.8	57.6		
Communications Officer 21-24	11	4	15	73.3	64.3		
Community Coroner	40	30	70	57.1	73.5	51	11
Crown Counsel	238	197	435	54.7	38.2		
Economist	29	54	83	34.9	48.2	40	11
Editor	5	1	6	83.3	60.8		
Education Officer	39	19	58	67.2	69.7		
Financial Off (Tax Audit)	87	114	201	43.3	53.9		
Financial Officer 21-30	218	113	331	65.9	49.6		
Heritage Resources Off 21-30	6	0	6	100.0	59.2		
Information Systems 21-30	340	581	921	36.9	22.0		
Instructor (Corrections) 21-24	0	6	6	0.0	59.7	4	4
Laboratory/Hlth Sci Off 21-30	18	4	22	81.8	24.9		
Lead Programmer Analyst	0	2	2	0.0	22.2		
Lead Systems Analyst	0	1	1	0.0	28.8		
Legal Counsel	151	116	267	56.6	38.2		
Legal Counsel Manager	2	1	3	66.7	38.2		
Librarian	8	0	8	100.0	86.9		
Lic Psychological Assoc	1	0	1	100.0	69.8		
Licensed Psychologist	42	16	58	72.4	69.8		
Licensed Sc Off Agrologist	62	71	133	46.6	34.0		
Licensed Sc Off Engineer	8	19	27	29.6	15.6		
Licensed Sc Off Forester	140	350	490	28.6	15.8		
Licensed Sc Off Geologist	13	23	36	36.1	23.1		
Licensed Sc Off Other	72	80	152	47.4	20.9		
LSO--Designated Profssnl Eng	36	143	179	20.1	14.7		
LSO--Designtd Petroleum Geog	3	6	9	33.3	23.1		
Nurse	13	1	14	92.9	91.2		
Nurse (C)	47	7	54	87.0	90.5		
Nurse (H)	45	12	57	78.9	90.6		
Nutritionist	23	2	25	92.0	90.6		

# BC Public Service Women

## Representation by Occupation, Compared to the Available Workforce All Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Professionals (cont.)</b>							
Occupational Therapist	1	0	1	100.0	90.7		
Pharmacist	10	10	20	50.0	61.3		
Planning Officer	30	24	54	55.6	42.8		
Policy Analyst - Economics	10	4	14	71.4	48.4		
Policy Analyst - Finance	15	16	31	48.4	47.8		
Policy Analyst - Science	33	13	46	71.7	40.2		
Policy Analyst - Soc/Info/Hlth	76	29	105	72.4	69.5		
Programmer Analyst	1	2	3	33.3	22.2		
Psychologist	2	0	2	100.0	69.8		
Research Officer 21-30	84	68	152	55.3	62.0		
Salaried Physician	2	3	5	40.0	36.9		
Science Officer	0	3	3	0.0	24.3		
Scientific/Tech Off 21-30	425	981	1,406	30.2	32.1		
Senior Application Developer	0	1	1	0.0	22.2		
Social Prog Off (CYMH)	255	65	320	79.7	81.9		
Social Prog Off 21-30	2,002	544	2,546	78.6	76.2		
Veterinarian	1	1	2	50.0	55.7		
Veterinary Leader	1	0	1	100.0	55.7		
Veterinary Specialist	4	5	9	44.4	55.7		
*** TOTAL	6,371	4,753	11,124	57.3	51.4		
<b>Semi-Professionals, Technicians</b>							
Applied Leadership	4	1	5	80.0	38.9		
Business Leadership	12	23	35	34.3	30.5		
Child Care Counsellor	58	29	87	66.7	75.6		
Community Prog Off	17	2	19	89.5	75.6		
Community Prog Off (FAW)	636	133	769	82.7	75.6		
Community Prog Off (FMW)	6	1	7	85.7	75.6		
Community Prog Off (IA)	81	17	98	82.7	75.6		
Community Prog Officer (CVWS)	11	1	12	91.7	75.6		
Conservation Officer	7	112	119	5.9	23.5	28	21
Coordinator Of Volunteers	1	0	1	100.0	75.6		
Forest Technician	13	6	19	68.4	21.5		
Information Systems 13-18	102	71	173	59.0	23.2		
Insp Mechan Mtr Vehicles	0	28	28	0.0	17.9	5	5
Instructor (Corrections) 18	5	13	18	27.8	59.7	11	6
Laboratory Assistant	11	5	16	68.8	83.4		
Paralegal	76	6	82	92.7	84.2		
Probation Interviewer	60	37	97	61.9	75.6		
Safety Officer	2	0	2	100.0	37.8		
Scientific/Tech Off 11-18	190	299	489	38.9	23.6		
Social Prog Off 14	1	1	2	50.0	96.5		
Social Worker Assistant	23	1	24	95.8	75.6		
Tech Enforcement Officer 11-18	9	21	30	30.0	27.4		
Tech Enforcement Officer 21	8	11	19	42.1	21.5		
Training Consultant	1	1	2	50.0	75.8		
*** TOTAL	1,334	819	2,153	62.0	53.7		
<b>Supervisors</b>							
Clerk 14	559	75	634	88.2	75.2		
Clerk Stenographer 14	23	1	24	95.8	75.2		
*** TOTAL	582	76	658	88.4	75.2		
<b>Administrative &amp; Senior Clerical</b>							
Administrative Coordinator	1	0	1	100.0	88.3		
Administrative Officer 14-18	842	214	1,056	79.7	73.1		
Applied Leadership	55	13	68	80.9	81.0		
Business Leadership	18	14	32	56.2	76.5	24	6
Communications Officer 14-18	41	15	56	73.2	76.3		

## BC Public Service Women Representation by Occupation, Compared to the Available Workforce All Employees

	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Administrative &amp; Senior Clerical (cont.)</b>							
Executive Administrative Asst	87	0	87	100.0	94.3		
Financial Officer 14-18	249	76	325	76.6	90.2	293	44
Judicial Admin Assistant	1	0	1	100.0	96.6		
Research Officer 13-18	10	4	14	71.4	83.3		
Senior Executive Assistant	30	0	30	100.0	94.3		
*** TOTAL	1,334	336	1,670	79.9	78.5		
<b>Crafts and Trades</b>							
Foreman	0	2	2	0.0	5.6		
Printing Operator	0	2	2	0.0	13.7		
Supervisor	1	0	1	100.0	14.1		
TJ Mechanic Hvy Vehicle & Eqpt	0	1	1	0.0	0.8		
TJ Mechanic Lt Vehicle & Eqpt	0	2	2	0.0	2.5		
TS Gardener	0	1	1	0.0	16.4		
*** TOTAL	1	8	9	11.1	8.3		
<b>Clerical Personnel</b>							
Applied Leadership	4	1	5	80.0	88.0		
Business Leadership	1	1	2	50.0	90.5		
Clerk 9-11	2,164	243	2,407	89.9	83.4		
Clerk Postal	35	65	100	35.0	64.8	65	30
Clerk Stenographer 9-11	733	26	759	96.6	83.8		
Control Tower Operator	1	6	7	14.3	52.3	4	3
Court Clerk	289	31	320	90.3	89.5		
Office Assistant	362	30	392	92.3	87.0		
Stockworker	11	58	69	15.9	20.8	14	3
*** TOTAL	3,600	461	4,061	88.6	82.7		
<b>Intermediate Sales &amp; Service</b>							
Admin Officer (AMI)	89	31	120	74.2	36.5		
Applied Leadership	3	4	7	42.9	50.4		
Business Leadership	0	4	4	0.0	36.5		
Commercial Transport Insp	33	121	154	21.4	36.5	56	23
Correctional Serv Growth - 18	383	882	1,265	30.3	30.5		
Correctional Service 21-27	62	154	216	28.7	30.5		
Deputy Sheriff 14-18	49	295	344	14.2	22.0	76	27
Deputy Sheriff 21-24	9	56	65	13.8	22.0	14	5
Deputy Sheriff Instructor	1	5	6	16.7	22.0		
Deputy Sheriff Sr Intel Of	2	4	6	33.3	22.0		
Food Production Services 11-18	6	1	7	85.7	32.4		
Health Care Worker	5	5	10	50.0	83.6	8	3
Insp Fire Commission Off	0	4	4	0.0	4.5		
*** TOTAL	642	1,566	2,208	29.1	29.9		
<b>Other Sales &amp; Service Personnel</b>							
Building Maintenance Wkr	0	1	1	0.0	31.0		
Food Production Services 7-9	10	1	11	90.9	64.4		
*** TOTAL	10	2	12	83.3	61.7		
<b>Manual Workers</b>							
Labourer	2	2	4	50.0	12.2		
Machine Operator	0	13	13	0.0	5.1		
Park Assistant 07-11	11	15	26	42.3	12.7		
Pre-Press Technician	0	1	1	0.0	24.5		
Utility Worker	0	1	1	0.0	12.2		
*** TOTAL	13	32	45	28.9	10.7		

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	GOVERNMENT REPRESENTATION				AVAILABLE WORKFORCE <sup>1</sup>	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION <sup>2</sup>	
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
<b>Occupations Not Stated</b>							
Aboriginal Youth Intern Prog	1	0	1	100.0	48.5		
Coop Education Train Prog	18	23	41	43.9	48.5		
Public Serv Intrnship Pro (AS)	3	0	3	100.0	48.5		
*** TOTAL	22	23	45	48.9	48.5		
<b>TOTAL, ALL CLASSIFICATIONS</b>	15,410	9,599	25,009	61.6	56.4		

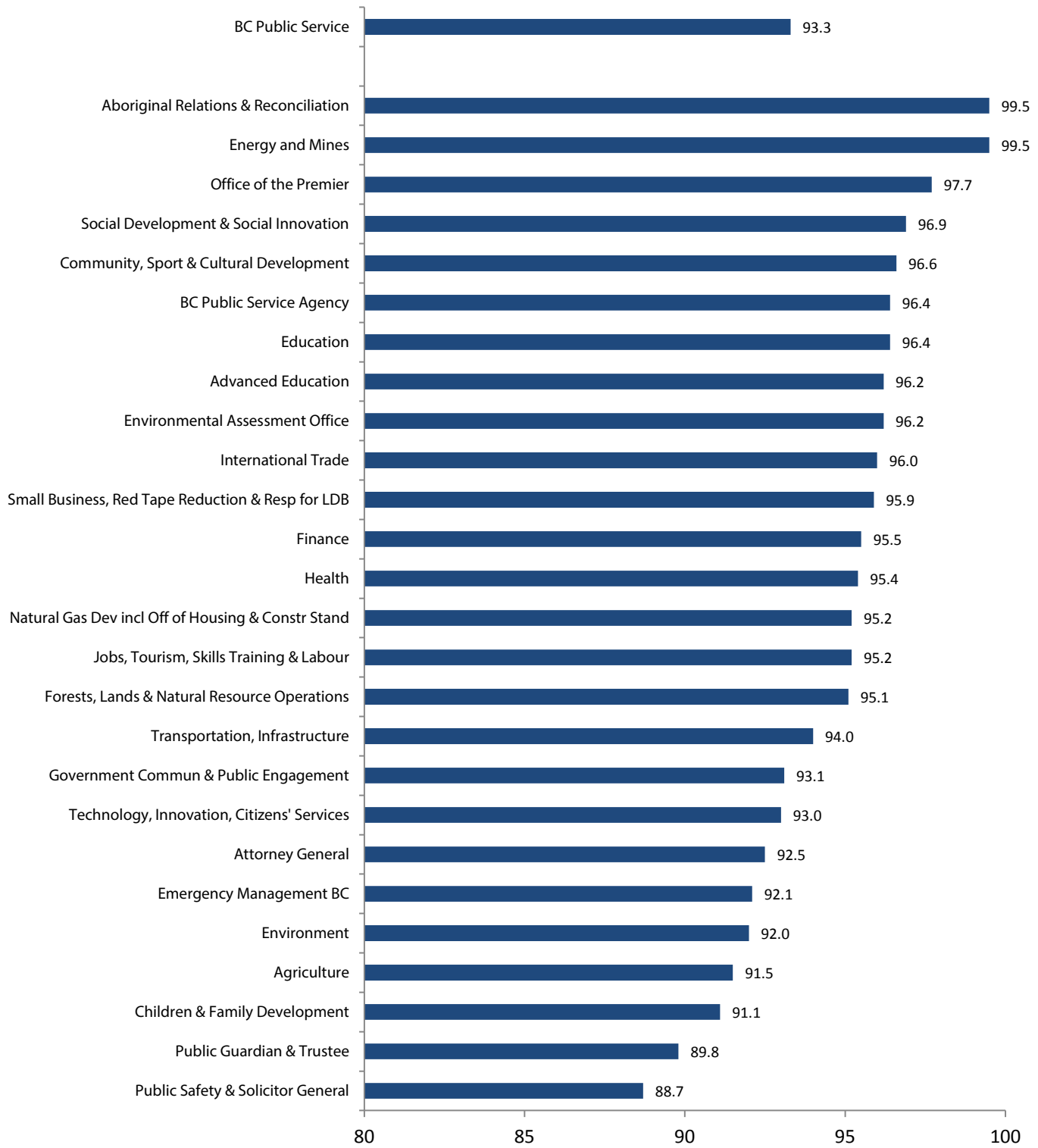
**\*\* FOOTNOTES \*\***

<sup>1</sup> 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.

<sup>2</sup> 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 - Women.  
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

## BC Public Service

### Overall Response Rate to Workforce Profile Questions\*



\* Either through the Workplace Environment Survey or the Workforce Profile Survey