

Workforce Profile Report

BC Public Service

March 2011



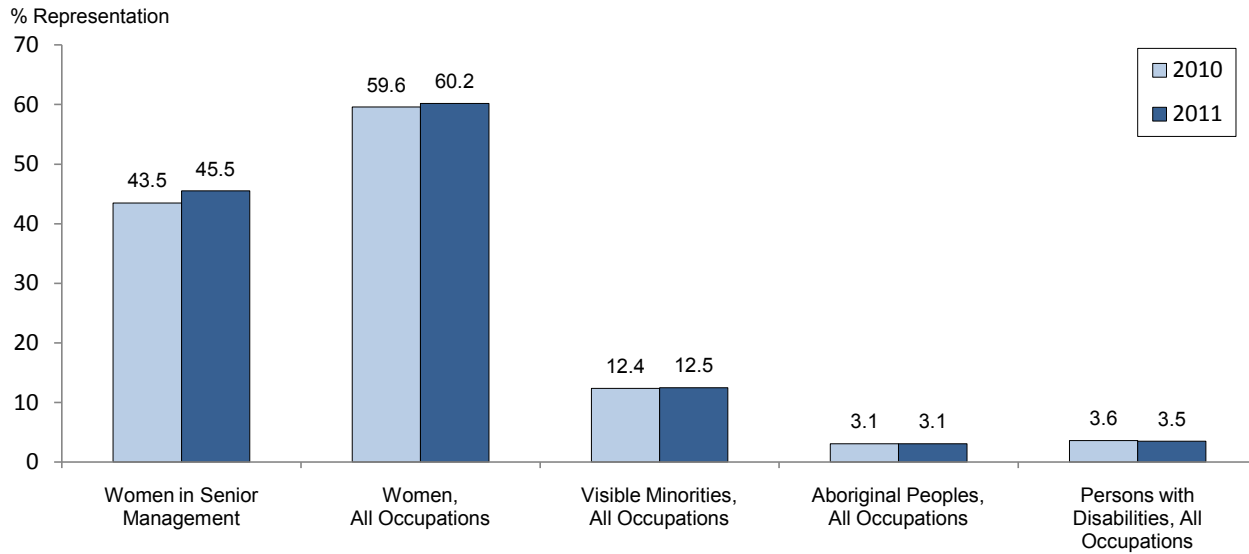
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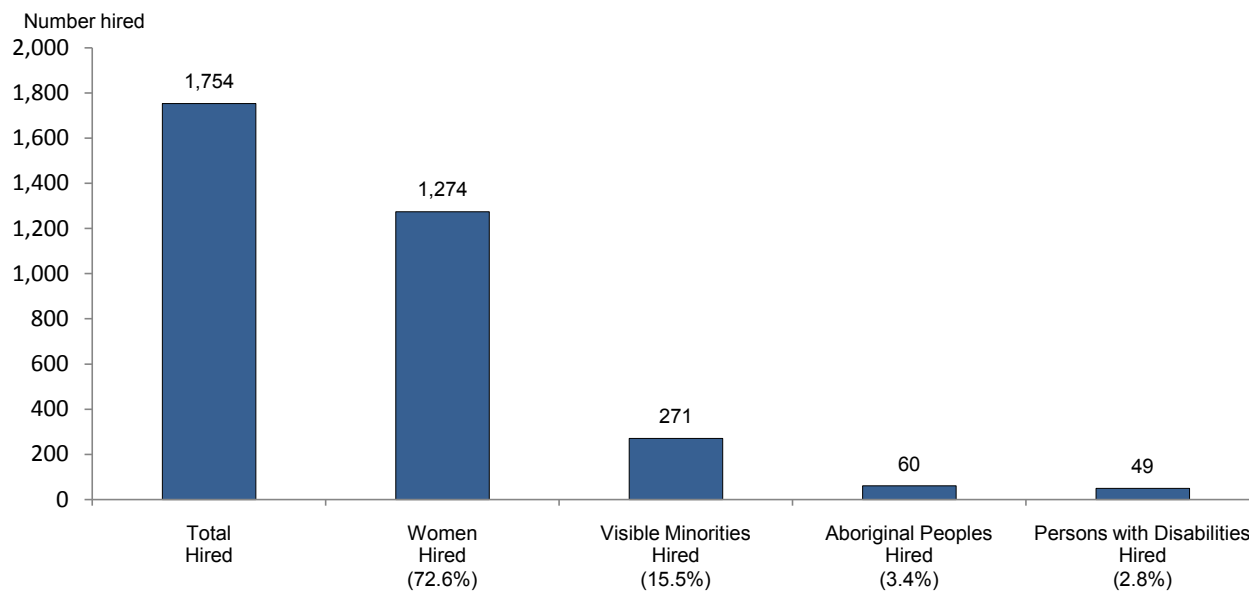


BC Public Service Indicators of Progress Regular Employees *(current number of Regular Employees = 23,647)*

% Representation by Designated Group



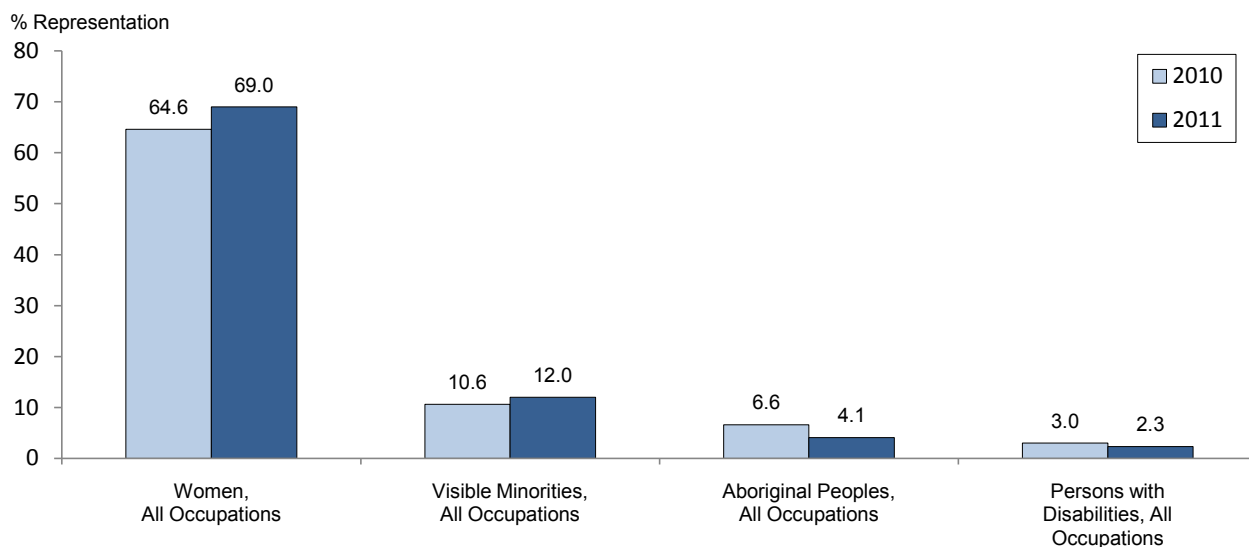
Hiring of Regulars, March 2010 to March 2011



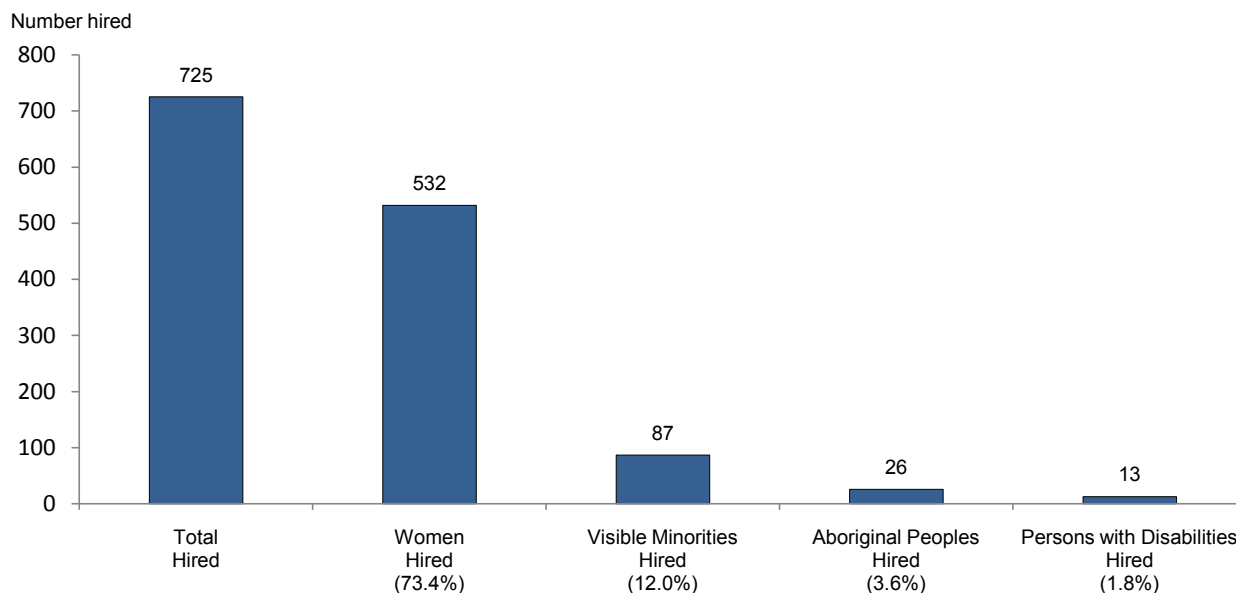
NOTE: where re-organization has occurred, values for 2010, where they appear, have been estimated. If re-organization resulted in a change in the size of the organization of more than 10%, no data are shown for 2010.

BC Public Service Indicators of Progress Auxiliary Employees *(current number of Auxiliary Employees = 1,129)*

% Representation by Designated Group



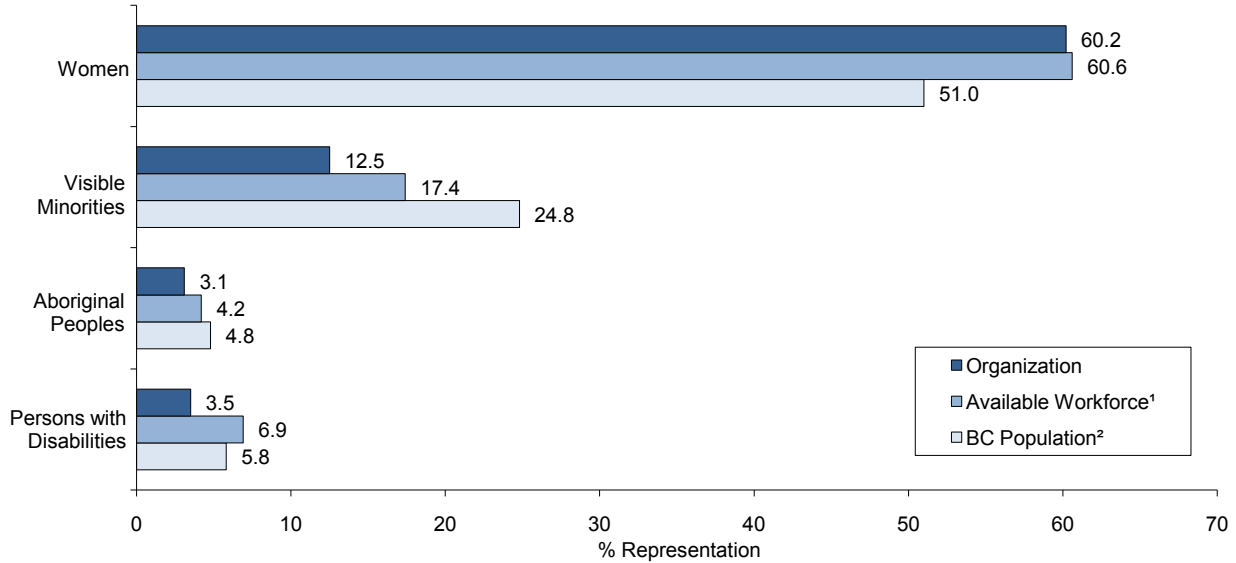
Hiring of Auxiliaries, March 2010 to March 2011



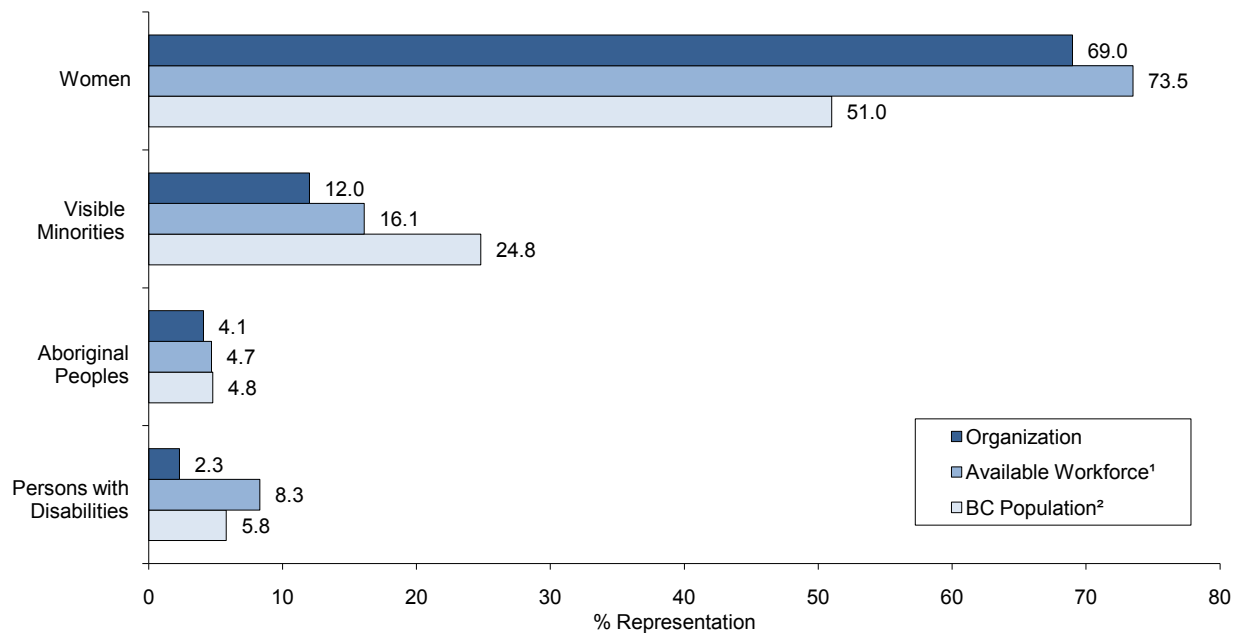
NOTE: where re-organization has occurred, values for 2010, where they appear, have been estimated. If re-organization resulted in a change in the size of the organization of more than 10%, no data are shown for 2010.

BC Public Service Compared to the BC Workforce and Population

Regular Employees (current number of Regular Employees = 23,647)



Auxiliary Employees (current number of Auxiliary Employees = 1,129)



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.

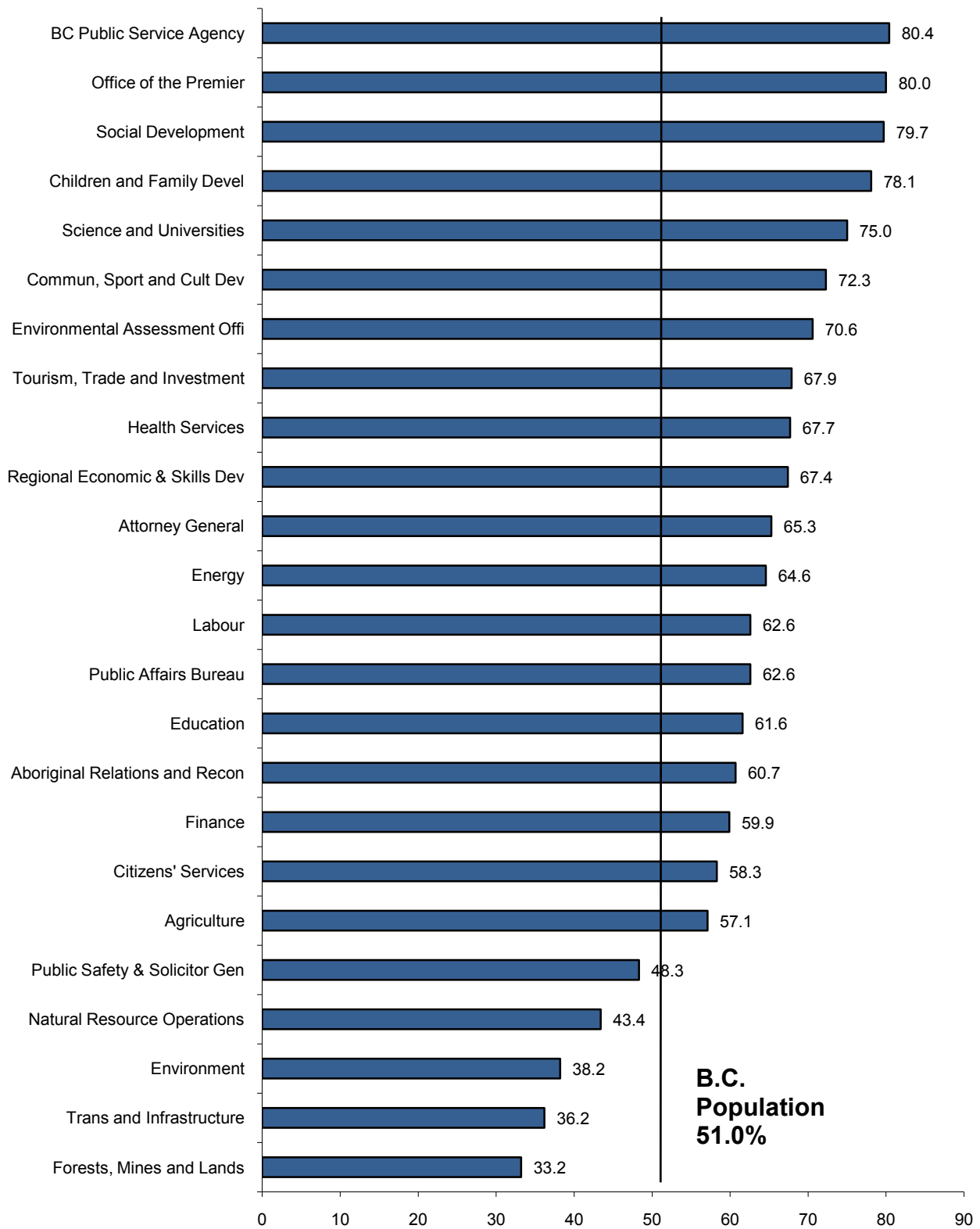
² Statistics Canada, 2006 Census.

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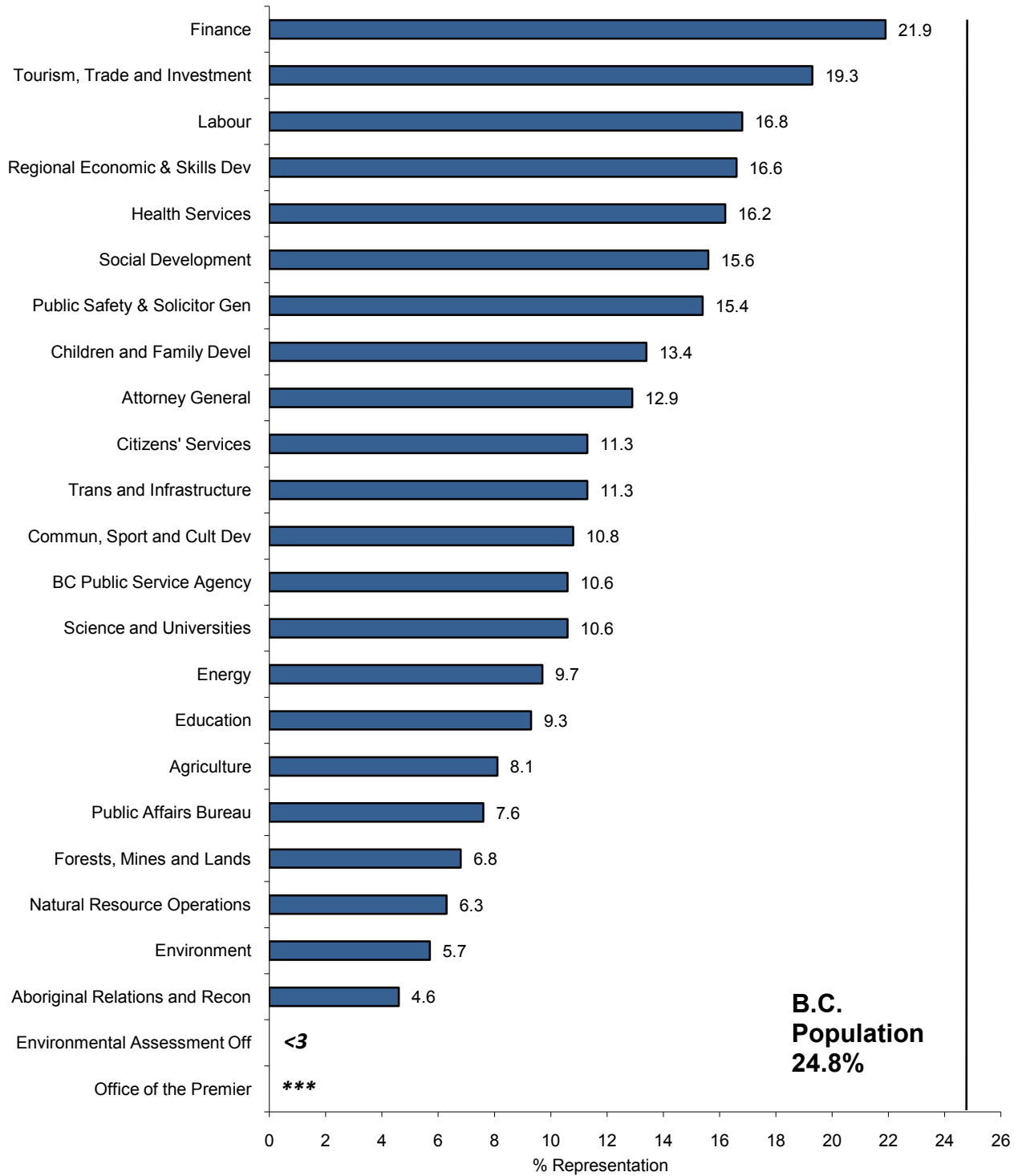
BC Public Service

% Representation of women by organization, regular employees



BC Public Service Visible Minorities

% of regular employees who self-identified, by organization

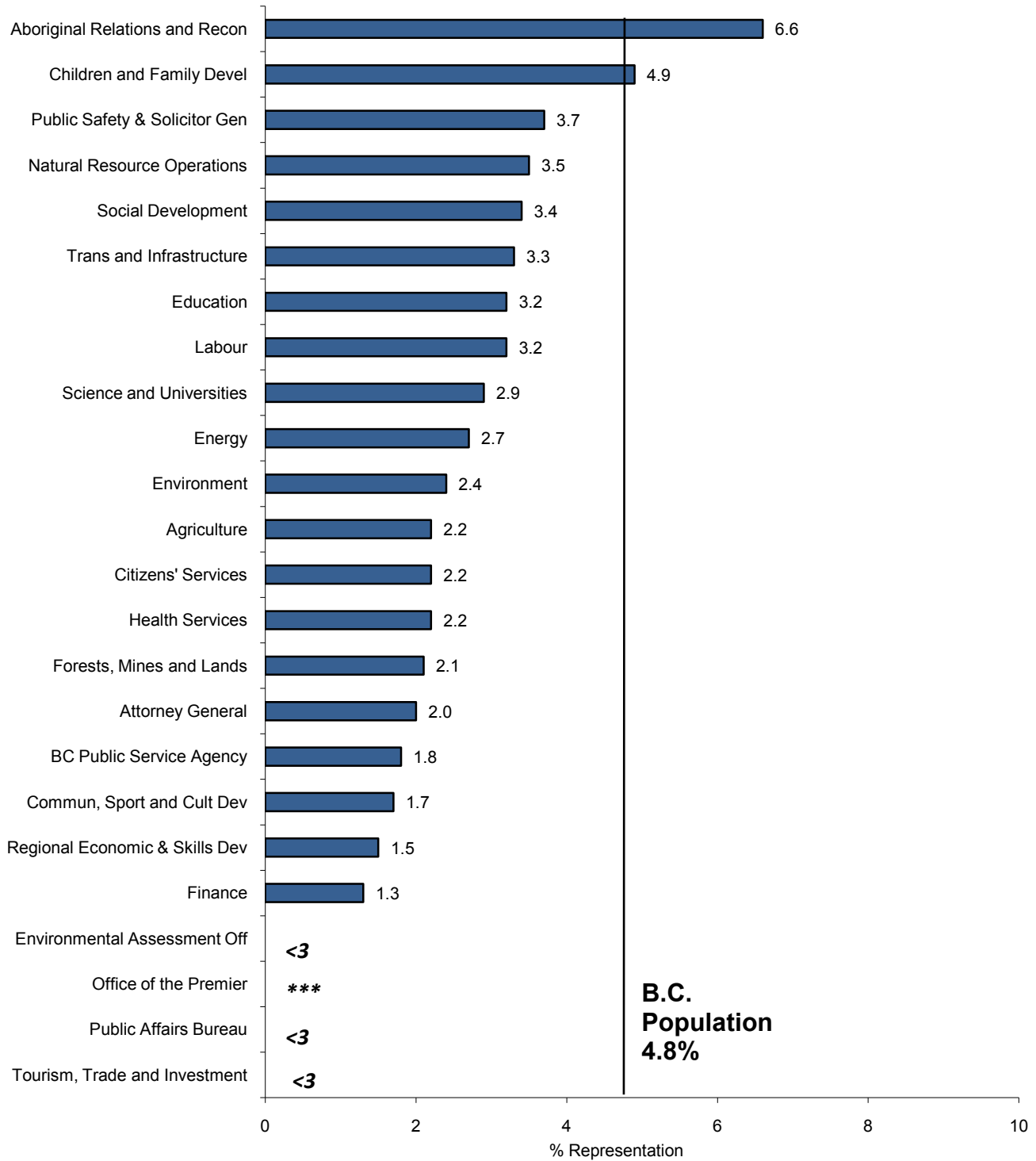


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*** Data suppressed; organization has too few employees to report.

BC Public Service Aboriginal Peoples

% of regular employees who self-identified, by organization

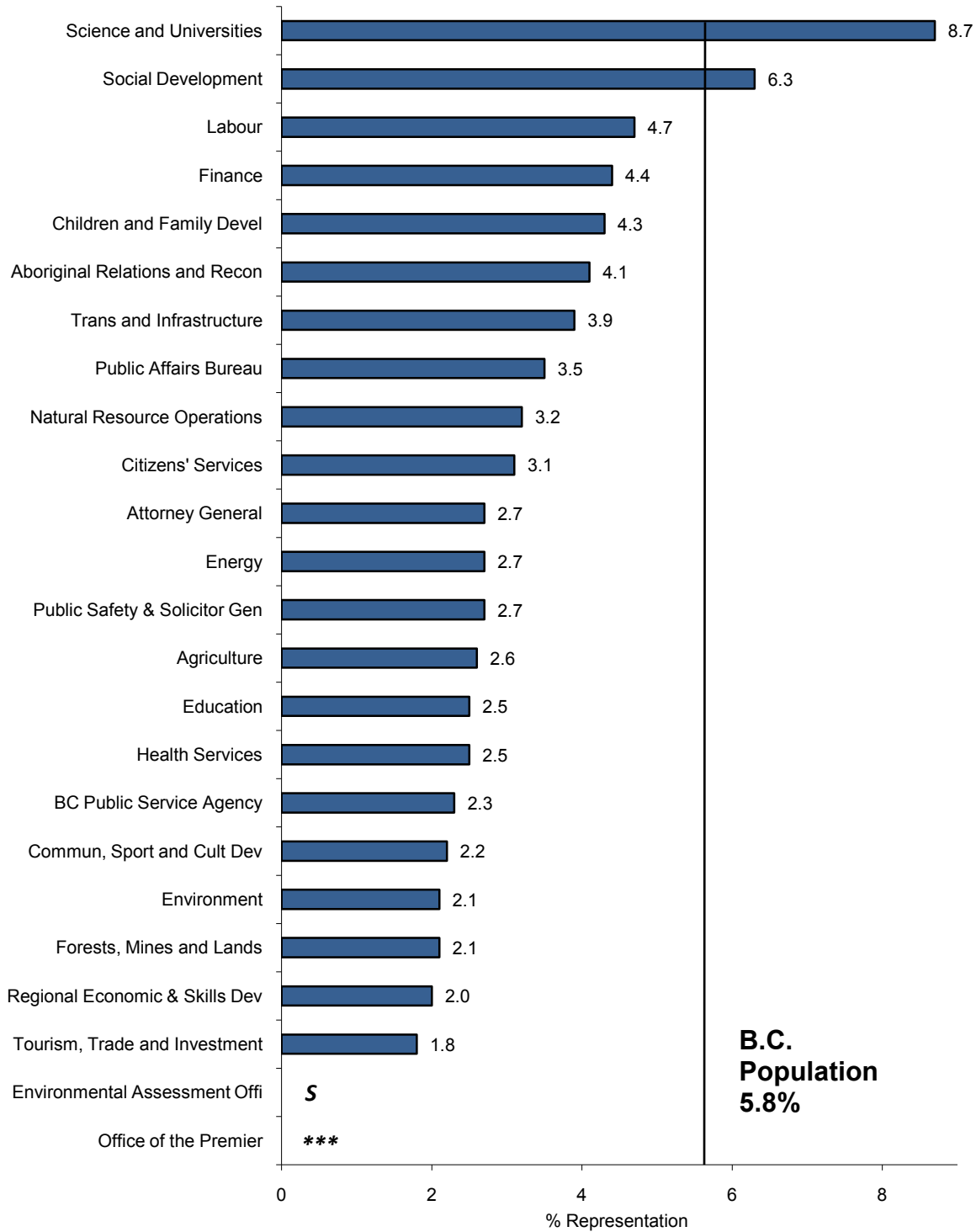


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BC Public Service Persons with Disabilities

% of regular employees who self-identified, by organization

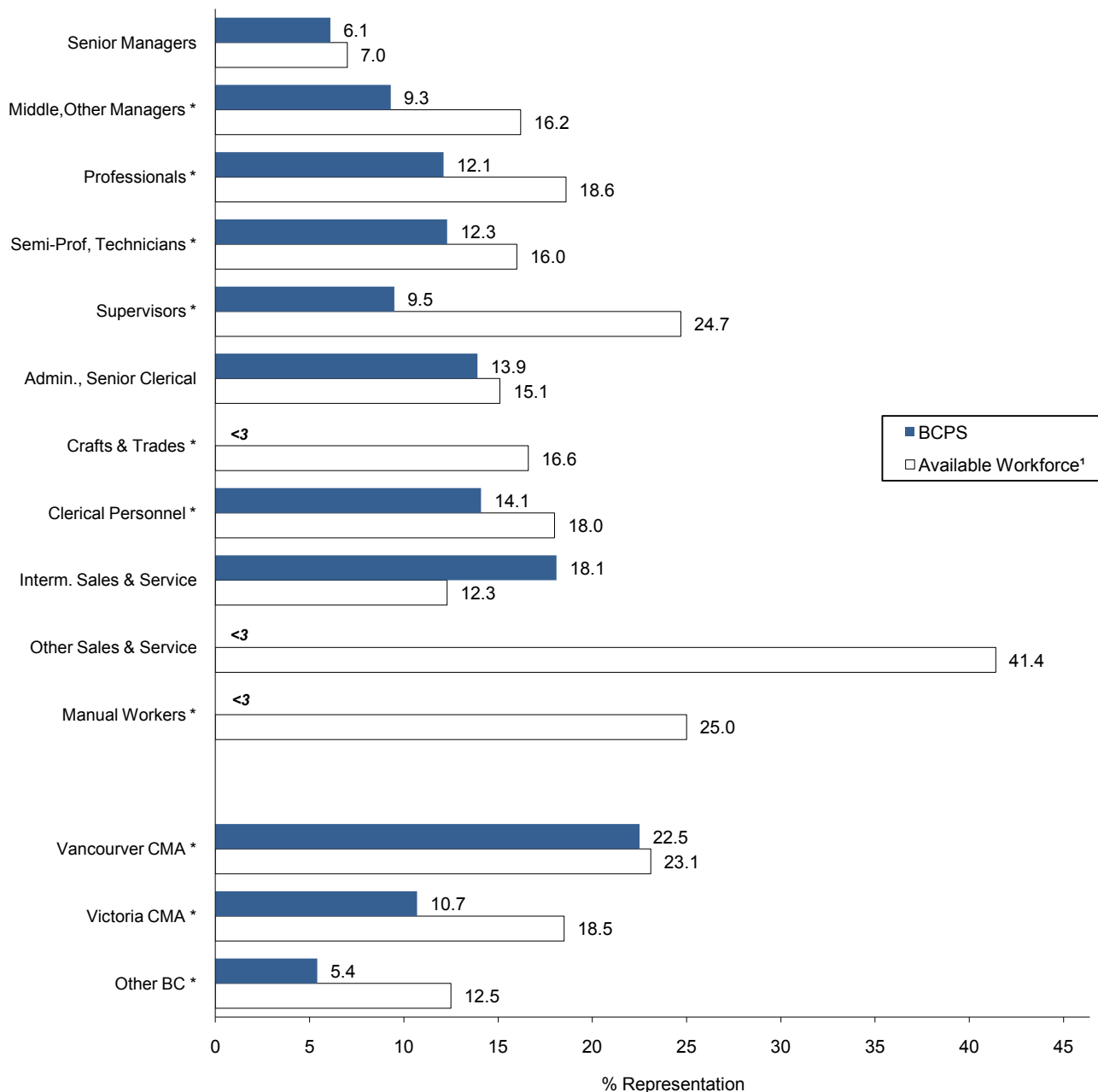


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BC Public Service Regular Employees (current number of Regular Employees = 23,647)

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.

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* Significant under-representation.

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	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	61	946	1,007	6.1	7.0		
Middle and Other Managers	183	1,775	1,958	9.3	16.2	317	134
Professionals	1,238	8,970	10,208	12.1	18.6	1,899	661
Semi-Professionals, Technicians	273	1,948	2,221	12.3	16.0	355	82
Supervisors	60	573	633	9.5	24.7	156	96
**Sub-Total	1,815	14,212	16,027	11.3	17.8	2,853	1,038
Administrative & Senior Clerical	198	1,228	1,426	13.9	15.1		
Crafts and Trades	<3	<3	43	<3	16.6		x
Clerical Personnel	561	3,409	3,970	14.1	18.0	715	154
Intermediate Sales & Service	384	1,739	2,123	18.1	12.3		
Other Sales & Service Personnel	<3	<3	7	<3	41.4		
Manual Workers	<3	<3	51	<3	25.0		x
Occupations Not Stated			0				
**Sub-Total	1,147	6,473	7,620	15.1	17.0	1,295	148
Total, All Occupations	2,962	20,685	23,647	12.5	17.4	4,115	1,153

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	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	1,565	5,376	6,941	22.5	23.1	1,603	38
Victoria CMA	1,001	8,315	9,316	10.7	18.5	1,723	722
Other B.C. and Not Specified	396	6,994	7,390	5.4	12.5	924	528
Total B.C.	2,962	20,685	23,647	12.5	17.4	4,115	1,153

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.

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

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	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	10	<3	7.7		
Middle and Other Managers	<3	<3	11	<3	15.4		
Professionals	33	248	281	11.7	16.5	46	13
Semi-Professionals, Technicians	S	S	139	S	14.0		x
Supervisors	<3	<3	3	<3	24.7		
**Sub-Total	47	397	444	10.6	15.6	69	22
Administrative & Senior Clerical	<3	<3	35	<3	15.4		x
Crafts and Trades			0				
Clerical Personnel	53	428	481	11.0	15.8	76	23
Intermediate Sales & Service	19	50	69	27.5	18.5		
Other Sales & Service Personnel	<3	<3	4	<3	52.4		
Manual Workers	<3	<3	4	<3	14.9		
Occupations Not Stated	S	S	92	S	23.2		x
**Sub-Total	88	597	685	12.8	16.2	111	23
Total, All Occupations	135	994	1,129	12.0	16.1	182	47

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	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	70	299	369	19.0	29.5	109	39
Victoria CMA	48	370	418	11.5	14.8	62	14
Other B.C. and Not Specified	17	325	342	5.0	9.2	31	14
Total B.C.	135	994	1,129	12.0	16.1	182	47

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BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	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	1,017	S	7.0		
Middle and Other Managers	S	S	1,969	S	16.2		
Professionals	1,271	9,218	10,489	12.1	18.6	1,951	680
Semi-Professionals, Technicians	S	S	2,360	S	15.9		
Supervisors	S	S	636	S	24.7		
**Sub-Total	1,862	14,609	16,471	11.3	17.7	2,915	1,053
Administrative & Senior Clerical	S	S	1,461	S	15.1		
Crafts and Trades	<3	<3	43	<3	16.6		
Clerical Personnel	614	3,837	4,451	13.8	17.8	792	178
Intermediate Sales & Service	403	1,789	2,192	18.4	12.5		
Other Sales & Service Personnel	<3	<3	11	<3	45.4		x
Manual Workers	<3	<3	55	<3	24.2		x
Occupations Not Stated	S	S	92	S	23.2		x
**Sub-Total	1,235	7,070	8,305	14.9	16.9	1,404	169
Total, All Occupations	3,097	21,679	24,776	12.5	17.3	4,286	1,189

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	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	1,635	5,675	7,310	22.4	23.5	1,718	83
Victoria CMA	1,049	8,685	9,734	10.8	18.3	1,781	732
Other B.C. and Not Specified	413	7,319	7,732	5.3	12.3	951	538
Total B.C.	3,097	21,679	24,776	12.5	17.3	4,286	1,189

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BC Public Service

Flow Report, 2010 to 2011

		Regular			Auxiliary		
		Visible Minority	Non-Visible Minority	Total	Visible Minority	Non-Visible Minority	Total
Employed 2010		3,022	21,324	24,346	101	852	953
Employed 2011		2,962	20,685	23,647	135	994	1,129
Hiring							
Hired from Outside	Number	244	1,252	1,496	87	638	725
	% Share	16.3	83.7	100.0	12.0	88.0	100.0
Total New Hires to Ministry	Number	244	1,252	1,496	87	638	725
	% Share	16.3	83.7	100.0	12.0	88.0	100.0
Changed Status from Auxiliary to Regular ¹	Number	27	231	258			
	% Share	10.5	89.5	100.0			
Total New Regulars to Ministry	Number	271	1,483	1,754			
	% Share	15.5	84.5	100.0			
Separations							
Retired	Number	38	495	533	<3	<3	2
	% Share	7.1	92.9	100.0	<3	<3	100.0
Left BC Gov't for Other Reason ²	Number	292	1,629	1,921	S	S	288
	% Share	15.2	84.8	100.0	S	S	100.0
Total Separations	Number	330	2,124	2,454	28	262	290
	% Share	13.4	86.6	100.0	9.7	90.3	100.0
Changed Status from Auxiliary to Regular ¹	Number				27	231	258
	% Share				10.5	89.5	100.0
Total Flow out of Auxiliary	Number				55	493	548
	% Share				10.0	90.0	100.0
Promotions							
Promoted Within Same Ministry	Number	201	1,134	1,335	S	S	26
	% Share	15.1	84.9	100.0	S	S	100.0
Promoted from Other Ministry	Number	33	202	235	<3	<3	4
	% Share	14.0	86.0	100.0	<3	<3	100.0
Total Promotions	Number	234	1,336	1,570	4	26	30
	% Share	14.9	85.1	100.0	13.3	86.7	100.0

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

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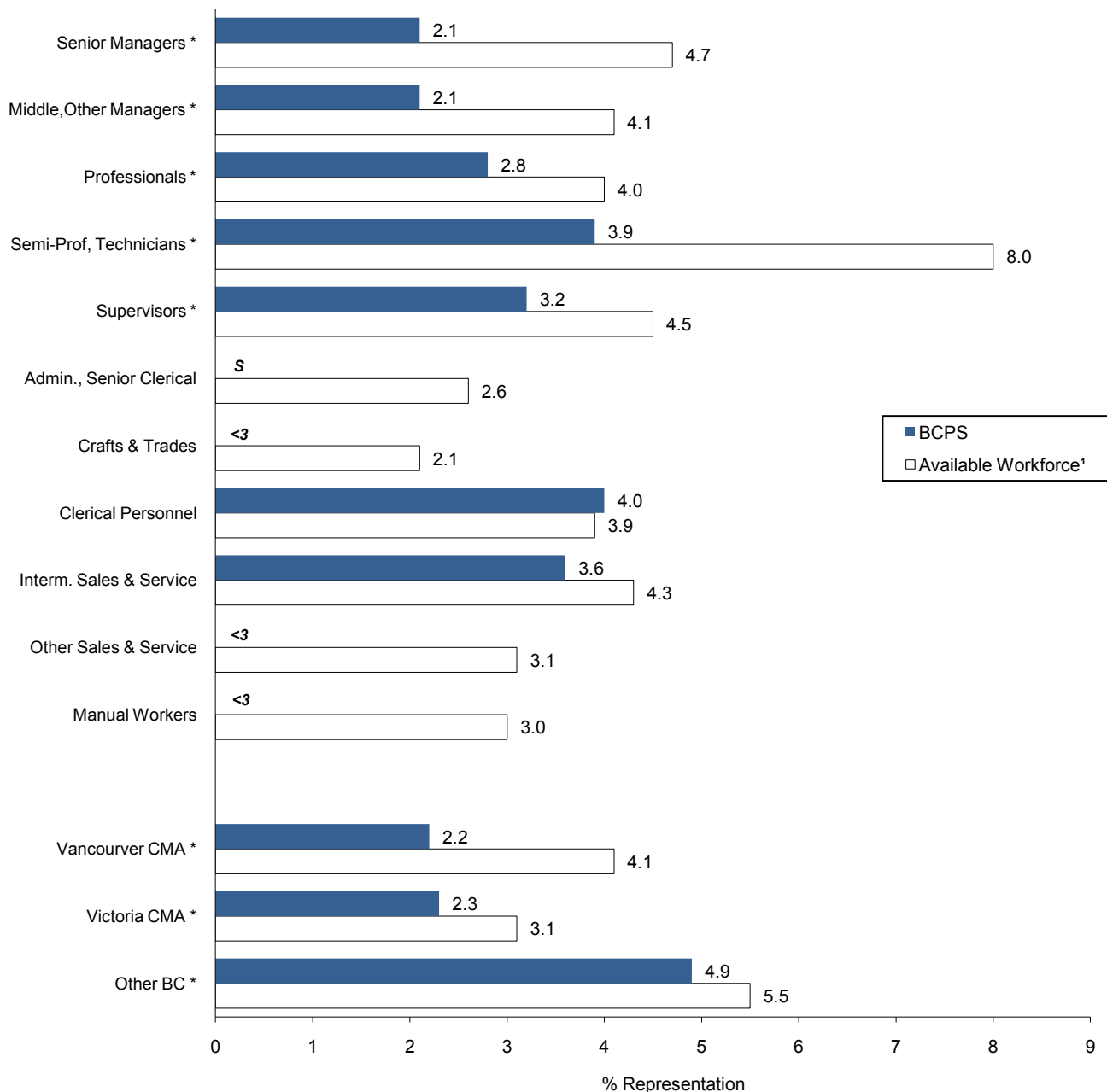
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NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

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 Regular Employees (current number of Regular Employees = 23,647)

Representation of Aboriginal Peoples by Occupation/Region



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* Significant under-representation.

BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Senior Managers	21	986	1,007	2.1	4.7	47	26
Middle and Other Managers	41	1,917	1,958	2.1	4.1	80	39
Professionals	283	9,925	10,208	2.8	4.0	408	125
Semi-Professionals, Technicians	87	2,134	2,221	3.9	8.0	178	91
Supervisors	20	613	633	3.2	4.5	28	8
**Sub-Total	452	15,575	16,027	2.8	4.6	737	285
Administrative & Senior Clerical	<i>S</i>	<i>S</i>	1,426	<i>S</i>	2.6		
Crafts and Trades	<3	<3	43	<3	2.1		
Clerical Personnel	157	3,813	3,970	4.0	3.9		
Intermediate Sales & Service	77	2,046	2,123	3.6	4.3		
Other Sales & Service Personnel	<3	<3	7	<3	3.1		
Manual Workers	<3	<3	51	<3	3.0		
Occupations Not Stated			0				
**Sub-Total	277	7,343	7,620	3.6	3.7		
Total, All Occupations	729	22,918	23,647	3.1	4.2	993	264

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Vancouver CMA	150	6,791	6,941	2.2	4.1	285	135
Victoria CMA	214	9,102	9,316	2.3	3.1	289	75
Other B.C. and Not Specified	365	7,025	7,390	4.9	5.5	406	41
Total B.C.	729	22,918	23,647	3.1	4.2	993	264

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Senior Managers	<3	<3	10	<3	3.8		
Middle and Other Managers	<3	<3	11	<3	4.7		
Professionals	13	268	281	4.6	5.1		
Semi-Professionals, Technicians	S	S	139	S	7.4		x
Supervisors	<3	<3	3	<3	4.5		
**Sub-Total	18	426	444	4.1	5.7	25	7
Administrative & Senior Clerical	<3	<3	35	<3	2.7		
Crafts and Trades			0				
Clerical Personnel	15	466	481	3.1	4.4	21	6
Intermediate Sales & Service	<3	<3	69	<3	4.2		
Other Sales & Service Personnel	<3	<3	4	<3	2.3		
Manual Workers	<3	<3	4	<3	8.5		
Occupations Not Stated	10	82	92	10.9	4.1		
**Sub-Total	28	657	685	4.1	4.3		
Total, All Occupations	46	1,083	1,129	4.1	4.7		

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Vancouver CMA	10	359	369	2.7	3.7	14	4
Victoria CMA	18	400	418	4.3	3.2		
Other B.C. and Not Specified	18	324	342	5.3	6.6	23	5
Total B.C.	46	1,083	1,129	4.1	4.7		

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BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Senior Managers	S	S	1,017	S	4.7		
Middle and Other Managers	S	S	1,969	S	4.1		
Professionals	296	10,193	10,489	2.8	4.0	420	124
Semi-Professionals, Technicians	S	S	2,360	S	8.0		
Supervisors	S	S	636	S	4.5		
**Sub-Total	470	16,001	16,471	2.9	4.6	758	288
Administrative & Senior Clerical	43	1,418	1,461	2.9	2.6		
Crafts and Trades	<3	<3	43	<3	2.1		
Clerical Personnel	172	4,279	4,451	3.9	4.0		
Intermediate Sales & Service	S	S	2,192	S	4.3		
Other Sales & Service Personnel	<3	<3	11	<3	2.8		
Manual Workers	<3	<3	55	<3	3.4		
Occupations Not Stated	10	82	92	10.9	4.1		
**Sub-Total	305	8,000	8,305	3.7	3.8		
Total, All Occupations	775	24,001	24,776	3.1	4.2	1,041	266

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Vancouver CMA	160	7,150	7,310	2.2	4.1	300	140
Victoria CMA	232	9,502	9,734	2.4	3.1	302	70
Other B.C. and Not Specified	383	7,349	7,732	5.0	5.5	425	42
Total B.C.	775	24,001	24,776	3.1	4.2	1,041	266

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Flow Report, 2010 to 2011

		Regular			Auxiliary		
		Aboriginal	Non-Aboriginal	Total	Aboriginal	Non-Aboriginal	Total
Employed 2010		764	23,582	24,346	63	890	953
Employed 2011		729	22,918	23,647	46	1,083	1,129
Hiring							
Hired from Outside	Number	47	1,449	1,496	26	699	725
	% Share	3.1	96.9	100.0	3.6	96.4	100.0
Total New Hires to Ministry	Number	47	1,449	1,496	26	699	725
	% Share	3.1	96.9	100.0	3.6	96.4	100.0
Changed Status from Auxiliary to Regular ¹	Number	13	245	258			
	% Share	5.0	95.0	100.0			
Total New Regulars to Ministry	Number	60	1,694	1,754			
	% Share	3.4	96.6	100.0			
Separations							
Retired	Number	8	525	533	<3	<3	2
	% Share	1.5	98.5	100.0	<3	<3	100.0
Left BC Gov't for Other Reason ²	Number	87	1,834	1,921	S	S	288
	% Share	4.5	95.5	100.0	S	S	100.0
Total Separations	Number	95	2,359	2,454	30	260	290
	% Share	3.9	96.1	100.0	10.3	89.7	100.0
Changed Status from Auxiliary to Regular ¹	Number				13	245	258
	% Share				5.0	95.0	100.0
Total Flow out of Auxiliary	Number				43	505	548
	% Share				7.8	92.2	100.0
Promotions							
Promoted Within Same Ministry	Number	49	1,286	1,335	<3	<3	26
	% Share	3.7	96.3	100.0	<3	<3	100.0
Promoted from Other Ministry	Number	7	228	235	<3	<3	4
	% Share	3.0	97.0	100.0	<3	<3	100.0
Total Promotions	Number	56	1,514	1,570	<3	<3	30
	% Share	3.6	96.4	100.0	<3	<3	100.0

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

<3 Data suppressed because value is less than 3.

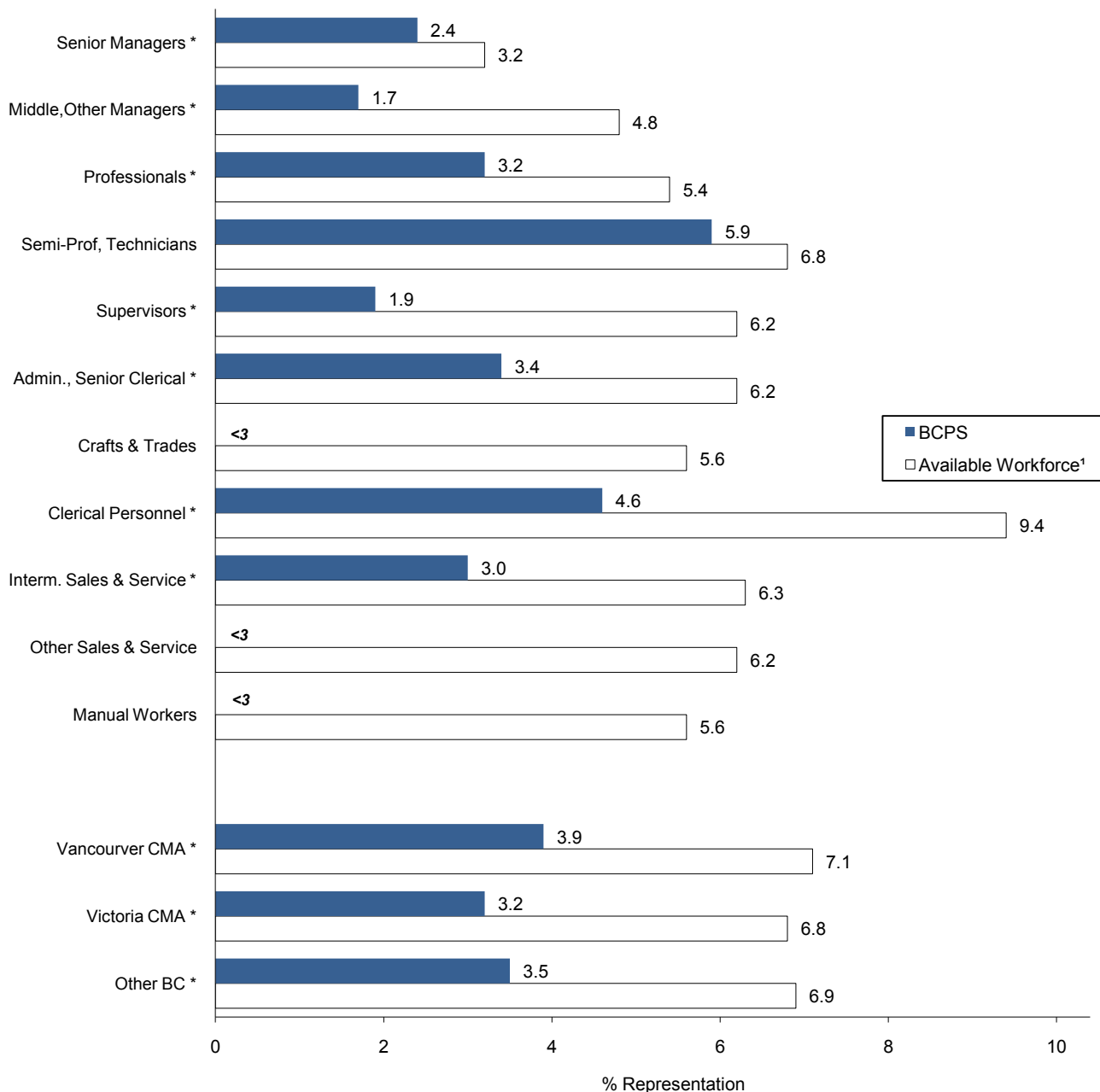
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NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

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 Regular Employees (current number of Regular Employees = 23,647)

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.

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* Significant under-representation.

BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Senior Managers	24	983	1,007	2.4	3.2	32	8
Middle and Other Managers	33	1,925	1,958	1.7	4.8	94	61
Professionals	328	9,880	10,208	3.2	5.4	551	223
Semi-Professionals, Technicians	130	2,091	2,221	5.9	6.8		
Supervisors	12	621	633	1.9	6.2	39	27
**Sub-Total	527	15,500	16,027	3.3	5.5	881	354
Administrative & Senior Clerical	48	1,378	1,426	3.4	6.2	88	40
Crafts and Trades	<3	<3	43	<3	5.6		
Clerical Personnel	181	3,789	3,970	4.6	9.4	373	192
Intermediate Sales & Service	64	2,059	2,123	3.0	6.3	134	70
Other Sales & Service Personnel	<3	<3	7	<3	6.2		
Manual Workers	<3	<3	51	<3	5.6		
Occupations Not Stated			0				
**Sub-Total	296	7,324	7,620	3.9	8.5	648	352
Total, All Occupations	823	22,824	23,647	3.5	6.9	1,632	809

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Vancouver CMA	270	6,671	6,941	3.9	7.1	493	223
Victoria CMA	298	9,018	9,316	3.2	6.8	633	335
Other B.C. and Not Specified	255	7,135	7,390	3.5	6.9	510	255
Total B.C.	823	22,824	23,647	3.5	6.9	1,632	809

¹ The representation of Persons with Disabilities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce 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.

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

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Senior Managers	<3	<3	10	<3	3.2		
Middle and Other Managers	<3	<3	11	<3	4.8		
Professionals	7	274	281	2.5	5.3	15	8
Semi-Professionals, Technicians	S	S	139	S	6.8		
Supervisors	<3	<3	3	<3	6.2		
**Sub-Total	17	427	444	3.8	5.7	25	8
Administrative & Senior Clerical	<3	<3	35	<3	6.2		
Crafts and Trades			0				
Clerical Personnel	S	S	481	S	9.4		x
Intermediate Sales & Service	<3	<3	69	<3	6.3		x
Other Sales & Service Personnel	<3	<3	4	<3	6.2		
Manual Workers	<3	<3	4	<3	5.6		
Occupations Not Stated	<3	<3	92	<3	6.2		x
**Sub-Total	9	676	685	1.3	9.0	62	53
Total, All Occupations	26	1,103	1,129	2.3	8.3	94	68

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Vancouver CMA	14	355	369	3.8	8.2	30	16
Victoria CMA	6	412	418	1.4	8.2	34	28
Other B.C. and Not Specified	6	336	342	1.8	8.4	29	23
Total B.C.	26	1,103	1,129	2.3	8.3	94	68

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BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Senior Managers	S	S	1,017	S	3.2		
Middle and Other Managers	S	S	1,969	S	4.8		
Professionals	335	10,154	10,489	3.2	5.4	566	231
Semi-Professionals, Technicians	S	S	2,360	S	6.8		
Supervisors	S	S	636	S	6.2		
**Sub-Total	544	15,927	16,471	3.3	5.5	906	362
Administrative & Senior Clerical	S	S	1,461	S	6.2		
Crafts and Trades	<3	<3	43	<3	5.6		
Clerical Personnel	S	S	4,451	S	9.4		
Intermediate Sales & Service	S	S	2,192	S	6.3		
Other Sales & Service Personnel	<3	<3	11	<3	6.2		
Manual Workers	<3	<3	55	<3	5.6		
Occupations Not Stated	<3	<3	92	<3	6.2		
**Sub-Total	305	8,000	8,305	3.7	8.6	714	409
Total, All Occupations	849	23,927	24,776	3.4	7.0	1,734	885

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Vancouver CMA	284	7,026	7,310	3.9	7.2	526	242
Victoria CMA	304	9,430	9,734	3.1	6.9	672	368
Other B.C. and Not Specified	261	7,471	7,732	3.4	7.0	541	280
Total B.C.	849	23,927	24,776	3.4	7.0	1,734	885

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BC Public Service Flow Report, 2010 to 2011

		Regular			Auxiliary		
		Disabled	Non-Disabled	Total	Disabled	Non-Disabled	Total
Employed 2010		885	23,461	24,346	29	924	953
Employed 2011		823	22,824	23,647	26	1,103	1,129
Hiring							
Hired from Outside	Number	39	1457	1496	13	712	725
	% Share	2.6	97.4	100.0	1.8	98.2	100.0
Total New Hires to Ministry	Number	39	1457	1496	13	712	725
	% Share	2.6	97.4	100.0	1.8	98.2	100.0
Changed Status from Auxiliary to Regular ¹	Number	10	248	258			
	% Share	3.9	96.1	100.0			
Total New Regulars to Ministry	Number	49	1705	1754			
	% Share	2.8	97.2	100.0			
Separations							
Retired	Number	37	496	533	<3	<3	2
	% Share	6.9	93.1	100.0	<3	<3	100.0
Left BC Gov't for Other Reason ²	Number	74	1847	1921	S	S	288
	% Share	3.9	96.1	100.0	S	S	100.0
Total Separations	Number	111	2343	2454	6	284	290
	% Share	4.5	95.5	100.0	2.1	97.9	100.0
Changed Status from Auxiliary to Regular ¹	Number				10	248	258
	% Share				3.9	96.1	100.0
Total Flow out of Auxiliary	Number				16	532	548
	% Share				2.9	97.1	100.0
Promotions							
Promoted Within Same Ministry	Number	26	1309	1335	<3	<3	26
	% Share	1.9	98.1	100.0	<3	<3	100.0
Promoted from Other Ministry	Number	5	230	235	<3	<3	4
	% Share	2.1	97.9	100.0	<3	<3	100.0
Total Promotions	Number	31	1539	1570	<3	<3	30
	% Share	2.0	98.0	100.0	<3	<3	100.0

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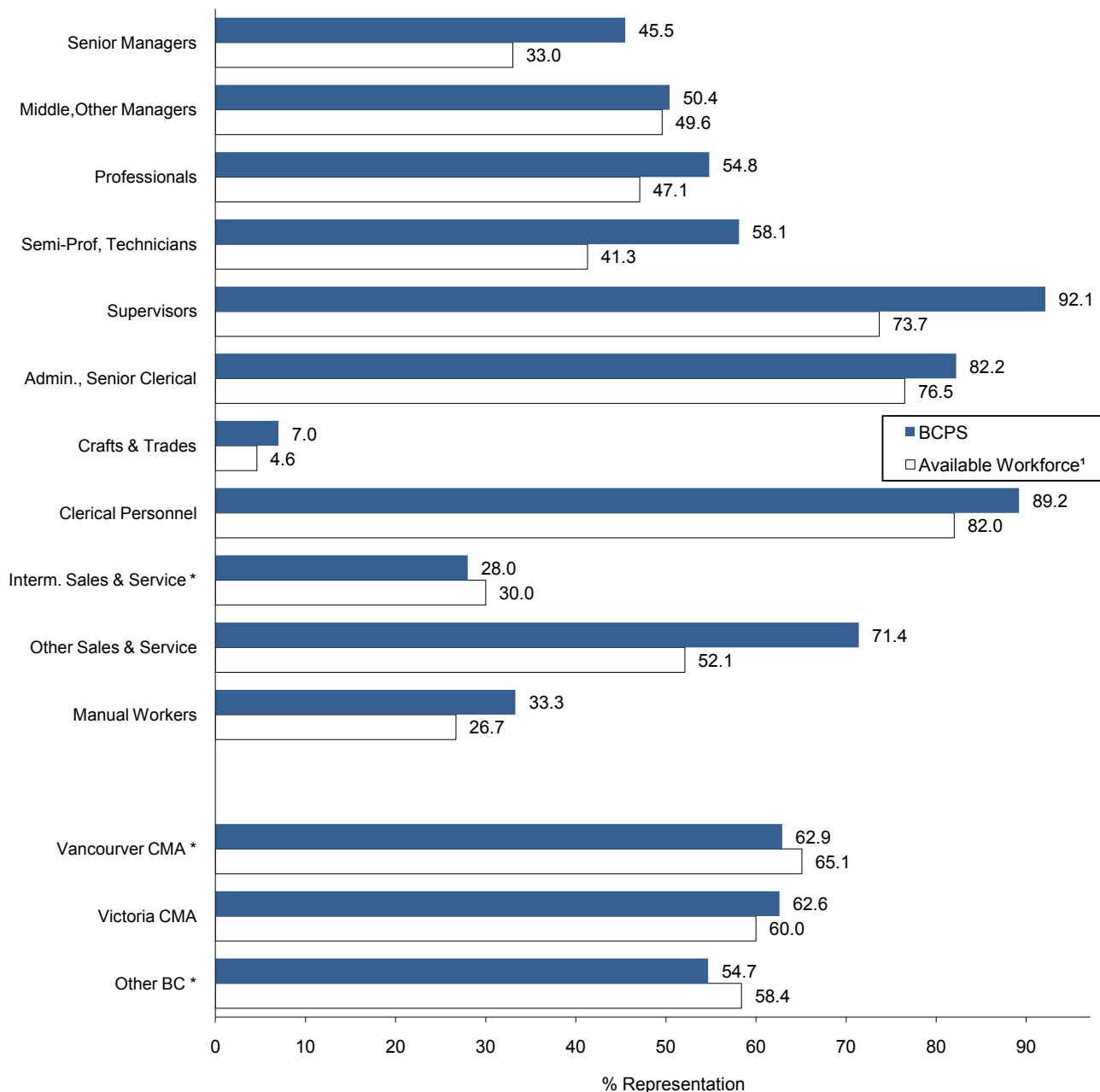
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BC Public Service

Regular Employees

(current number of Regular Employees = 23,647)

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.

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* Significant under-representation.

BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	458	549	1,007	45.5	33.0		
Middle and Other Managers	987	971	1,958	50.4	49.6		
Professionals	5,591	4,617	10,208	54.8	47.1		
Semi-Professionals, Technicians	1,290	931	2,221	58.1	41.3		
Supervisors	583	50	633	92.1	73.7		
**Sub-Total	8,909	7,118	16,027	55.6	46.6		
Administrative & Senior Clerical	1,172	254	1,426	82.2	76.5		
Crafts and Trades	3	40	43	7.0	4.6		
Clerical Personnel	3,541	429	3,970	89.2	82.0		
Intermediate Sales & Service	594	1,529	2,123	28.0	30.0	637	43
Other Sales & Service Personnel	5	2	7	71.4	52.1		
Manual Workers	17	34	51	33.3	26.7		
Occupations Not Stated			0				
**Sub-Total	5,332	2,288	7,620	70.0	76.0	5,791	459
Total, All Occupations	14,241	9,406	23,647	60.2	60.6	14,330	89

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA	4,368	2,573	6,941	62.9	65.1	4,519	151
Victoria CMA	5,833	3,483	9,316	62.6	60.0		
Other B.C. and Not Specified	4,040	3,350	7,390	54.7	58.4	4,316	276
Total B.C.	14,241	9,406	23,647	60.2	60.6	14,330	89

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

BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	2	8	10	20.0	29.6		
Middle and Other Managers	5	6	11	45.5	49.4		
Professionals	185	96	281	65.8	58.5		
Semi-Professionals, Technicians	75	64	139	54.0	40.8		
Supervisors	3	0	3	100.0	73.7		
**Sub-Total	270	174	444	60.8	52.9		
Administrative & Senior Clerical	22	13	35	62.9	76.8		
Crafts and Trades			0				
Clerical Personnel	400	81	481	83.2	83.1		
Intermediate Sales & Service	26	43	69	37.7	35.2		
Other Sales & Service Personnel	4	0	4	100.0	64.4		
Manual Workers	3	1	4	75.0	9.7		
Occupations Not Stated	54	38	92	58.7	48.2		
**Sub-Total	509	176	685	74.3	79.8	547	38
Total, All Occupations	779	350	1,129	69.0	73.5	830	51

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA	247	122	369	66.9	74.7		
Victoria CMA	277	141	418	66.3	71.2		
Other B.C. and Not Specified	255	87	342	74.6	74.9		
Total B.C.	779	350	1,129	69.0	73.5	830	51

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BC Public Service

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

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	460	557	1,017	45.2	33.0		
Middle and Other Managers	992	977	1,969	50.4	49.6		
Professionals	5,776	4,713	10,489	55.1	47.4		
Semi-Professionals, Technicians	1,365	995	2,360	57.8	41.3		
Supervisors	586	50	636	92.1	73.7		
**Sub-Total	9,179	7,292	16,471	55.7	46.8		
Administrative & Senior Clerical	1,194	267	1,461	81.7	76.5		
Crafts and Trades	3	40	43	7.0	4.6		
Clerical Personnel	3,941	510	4,451	88.5	82.2		
Intermediate Sales & Service	620	1,572	2,192	28.3	30.1	660	40
Other Sales & Service Personnel	9	2	11	81.8	56.6		
Manual Workers	20	35	55	36.4	25.3		
Occupations Not Stated	54	38	92	58.7	48.2		
**Sub-Total	5,841	2,464	8,305	70.3	76.3	6,337	496
Total, All Occupations	15,020	9,756	24,776	60.6	61.3	15,188	168

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA	4,615	2,695	7,310	63.1	65.6	4,795	180
Victoria CMA	6,110	3,624	9,734	62.8	60.6		
Other B.C. and Not Specified	4,295	3,437	7,732	55.5	59.4	4,593	298
Total B.C.	15,020	9,756	24,776	60.6	61.3	15,188	168

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

BC Public Service Flow Report, 2010 to 2011

	Regular			Auxiliary			
	Women	Men	Total	Women	Men	Total	
Employed 2010	14,522	9,824	24,346	616	337	953	
Employed 2011	14,241	9,406	23,647	779	350	1,129	
Hiring							
Hired from Outside	Number	1077	419	1496	532	193	725
	% Share	72.0	28.0	100.0	73.4	26.6	100.0
Total New Hires to Ministry	Number	1,077	419	1,496	532	193	725
	% Share	72.0	28.0	100.0	73.4	26.6	100.0
Changed Status from Auxiliary to Regular ¹	Number	197	61	258			
	% Share	76.4	23.6	100.0			
Total New Regulars to Ministry	Number	1,274	480	1,754			
	% Share	72.6	27.4	100.0			
Separations							
Retired	Number	281	252	533	2	0	2
	% Share	52.7	47.3	100.0	100.0	0.0	100.0
Left BC Gov't for Other Reason	Number	1,277	644	1,921	167	121	288
	% Share	66.5	33.5	100.0	58.0	42.0	100.0
Total Separations	Number	1,558	896	2,454	169	121	290
	% Share	63.5	36.5	100.0	58.3	41.7	100.0
Changed Status from Auxiliary to Regular ¹	Number				197	61	258
	% Share				76.4	23.6	100.0
Total Flow out of Auxiliary	Number				366	182	548
	% Share				66.8	33.2	100.0
Promotions							
Promoted Within Same Ministry	Number	871	464	1,335	15	11	26
	% Share	65.2	34.8	100.0	57.7	42.3	100.0
Promoted from Other Ministry	Number	177	58	235	3	1	4
	% Share	75.3	24.7	100.0	75.0	25.0	100.0
Total Promotions	Number	1,048	522	1,570	18	12	30
	% Share	66.8	33.2	100.0	60.0	40.0	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.

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BC Public Service

Representation by Occupation, Compared to the Available Workforce Regular Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
SENIOR MANAGERS							
Applied Leadership	1	2	3	33.3	42.2		
Assistant Deputy Minister Bd A	1	4	5	20.0	42.2		
Assistant Deputy Minister Bd B	32	21	53	60.4	42.2		
Assistant Deputy Minister Bd C	9	14	23	39.1	42.2		
Assistant Deputy Minister Bd D	5	9	14	35.7	42.2		
Assistant Deputy Minister ML9	1	0	1	100.0	42.2		
Associate Deputy Minister	3	7	10	30.0	42.2		
Business Leadership	176	181	357	49.3	42.2		
Deputy Minister	4	15	19	21.1	42.2	8	4
Management Level 11	1	0	1	100.0	24.2		
Management OIC Level 12	1	2	3	33.3	24.2		
Senior Executive Band A	1	10	11	9.1	42.2	5	4
Strategic Leadership	223	284	507	44.0	24.2		
***TOTAL	458	549	1,007	45.5	33.0		
MIDDLE & OTHER MANAGERS							
Applied Leadership	284	133	417	68.1	50.9		
Business Leadership	697	835	1,532	45.5	49.3	755	58
Management Level 01	2	0	2	100.0	39.1		
Management Level 02	1	1	2	50.0	39.1		
Management Level 03	2	0	2	100.0	39.1		
Management Level 05	1	2	3	33.3	39.1		
***TOTAL	987	971	1,958	50.4	49.6		
PROFESSIONALS							
Administrative Officer 21-30	792	456	1,248	63.5	52.6		
Applied Leadership	391	192	583	67.1	61.3		
Archivist 21-27	4	1	5	80.0	66.7		
Articling Student	9	4	13	69.2	36.3		
Biologist	82	163	245	33.5	42.0		
Business Leadership	237	178	415	57.1	56.2		
Clinician	1	0	1	100.0	93.8		
Communications Officer 21-24	13	4	17	76.5	63.7		
Community Coroner	26	29	55	47.3	74.2	41	15
Coroner Investigator	1	1	2	50.0	74.2		
Economist	34	43	77	44.2	36.1		
Education Officer	41	21	62	66.1	67.8		
Financial Off (Tax Audit)	82	113	195	42.1	54.3	106	24
Financial Officer 21-30	157	84	241	65.1	45.5		
Heritage Resources Off 21-30	4	2	6	66.7	61.9		
Information Systems 21-30	318	568	886	35.9	23.0		
Instructor (Corrections) 21-24	0	6	6	0.0	55.8	3	3
LSO--Designated Profssnl Eng	27	130	157	17.2	13.5		
LSO--Designntd Petroleum Geog	3	6	9	33.3	21.7		
Laboratory/Hlth Sci Off 21-30	15	6	21	71.4	23.6		
Legal Counsel	354	304	658	53.8	36.3		
Legal Counsel Manager	7	22	29	24.1	36.3	11	4
Librarian	6	1	7	85.7	84.8		
Licensed Psychologist	42	17	59	71.2	69.2		
Licensed Sc Off Agrologist	59	94	153	38.6	32.5		
Licensed Sc Off Engineer	24	46	70	34.3	14.2		
Licensed Sc Off Forester	149	438	587	25.4	14.6		
Licensed Sc Off Geologist	6	22	28	21.4	21.7		
Licensed Sc Off Other	26	41	67	38.8	21.9		
Nurse	12	1	13	92.3	93.9		
Nurse (ATL)	1	0	1	100	93.9		

BC Public Service

Representation by Occupation, Compared to the Available Workforce Regular Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
PROFESSIONALS (cont.)							
Nurse (C)	53	7	60	88.3	93.5		
Nurse (H)	36	8	44	81.8	93.3		
Nutritionist	12	1	13	92.3	91.6		
Occupational Therapist	1	0	1	100.0	91.1		
Pharmacist	10	6	16	62.5	59.4		
Planning Officer	28	25	53	52.8	43.3		
Policy Analyst - Economics	6	4	10	60.0	46.0		
Policy Analyst - Finance	12	14	26	46.2	41.2		
Policy Analyst - Science	16	11	27	59.3	40.5		
Policy Social/Ed/Health	39	17	56	69.6	65.1		
Psychologist	2	0	2	100.0	69.3		
Research Officer 21-30	93	76	169	55.0	58.2		
Salaried Physician	2	7	9	22.2	34.0		
Science Officer	0	3	3	0.0	27.8		
Scientific/Tech Off 21-30	269	858	1,127	23.9	31.2	352	83
Social Prog Off (CYMH)	205	51	256	80.1	80.4		
Social Prog Off 21-30	1,878	532	2,410	77.9	70.5		
Veterinary Leader	1	0	1	100.0	50.4		
Veterinary Specialist	5	4	9	55.6	50.4		
***TOTAL	5,591	4,617	10,208	54.8	47.1		
SEMI-PROFESSIONALS & TECHNICIANS							
Applied Leadership	2	2	4	50.0	41.8		
Business Leadership	1	9	10	10.0	10.5		
Child Care Counsellor	41	22	63	65.1	74.7		
Community Prog Off	5	0	5	100.0	74.7		
Community Prog Off (FAW)	671	140	811	82.7	74.7		
Community Prog Off (FMW)	43	5	48	89.6	74.7		
Community Prog Off (IA)	95	23	118	80.5	74.7		
Community Prog Officer (CVWS)	2	0	2	100.0	74.7		
Conservation Officer	6	108	114	5.3	22.9	26	20
Coordinator Of Volunteers	2	0	2	100.0	74.7		
Information Systems 13-18	100	102	202	49.5	26.1		
Insp Mechan Mtr Vehicles	0	27	27	0.0	7.4	2	2
Instructor (Corrections) 18	5	14	19	26.3	58.8	11	6
Laboratory Assistant	9	0	9	100.0	84.5		
Librarian 14	1	0	1	100.0	85.4		
Paralegal	36	6	42	85.7	90.5		
Probation Interviewer	31	26	57	54.4	74.7	43	12
Rehabilitation Consultant	8	1	9	88.9	78.4		
Safety Officer	3	1	4	75.0	37.2		
Scientific/Tech Off 11-18	185	406	591	31.3	21.7		
Social Prog Off 14	1	1	2	50.0	94.7		
Social Worker Assistant	21	2	23	91.3	74.7		
TJ Gardener	0	1	1	0.0	32.1		
Tech Enforcement Officer 11-18	8	22	30	26.7	19.6		
Tech Enforcement Officer 21	8	12	20	40.0	19.6		
Training Consultant	6	1	7	85.7	78.4		
***TOTAL	1,290	931	2,221	58.1	41.3		
SUPERVISORS							
Clerk 14	562	49	611	92.0	73.7		
Clerk Stenographer 14	21	1	22	95.5	73.7		
***TOTAL	583	50	633	92.1	73.7		

BC Public Service

Representation by Occupation, Compared to the Available Workforce Regular Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
ADMINISTRATIVE & SENIOR CLERICAL							
Administrative Officer 14-18	705	144	849	83.0	73.0		
Applied Leadership	32	23	55	58.2	87.2	48	16
Business Leadership	2	0	2	100.0	86.1		
Communications Officer 14-18	50	9	59	84.7	80.3		
Executive Administrative Asst	88	2	90	97.8	95.4		
Financial Officer 14-18	250	69	319	78.4	92.9	296	46
Judicial Admin Assistant	1	0	1	100.0	97.3		
Research Officer 13-18	17	7	24	70.8	86.0		
Senior Executive Assistant	27	0	27	100.0	95.4		
***TOTAL	1,172	254	1,426	82.2	76.5		
CRAFTS & TRADES							
E10B JP Press Asst Multi Color	0	1	1	0.0	7.7		
E6 JP 2 Color Press Op To 54"	2	9	11	18.2	7.7		
Foreman	0	3	3	0.0	5.2		
Printing Operator	0	3	3	0.0	7.7		
TJ Electronics Radio Commun	0	1	1	0.0	2.2		
TJ Mechanic Hvy Vehicle & Eqpt	0	1	1	0.0	0.8		
TJ Mechanic Lt Vehicle & Eqpt	0	2	2	0.0	1.4		
TL Electronics Radio Commun	1	16	17	5.9	2.2		
TS Electronics Radio Commun	0	1	1	0.0	6.1		
TSS Electronics Radio Commun	0	3	3	0.0	6.1		
***TOTAL	3	40	43	7.0	4.6		
CLERICAL PERSONNEL							
Administrative Support							
Clerk 9-11	2,022	216	2,238	90.3	81.3		
Clerk Stenographer 9-11	812	23	835	97.2	82.7		
Office Assistant	394	44	438	90.0	87.8		
Total, Administrative Support	3,228	283	3,511	91.9	82.4		
Applied Leadership	10	0	10	100.0	84.1		
Clerk Postal	16	51	67	23.9	49.2	33	17
Control Tower Operator	1	3	4	25.0	54.5		
Court Clerk	273	35	308	88.6	81.9		
H2 Shipping/Receiving + Warehs	0	2	2	0.0	22.8		
Information Systems 7-11	3	3	6	50.0	83.6	5	2
Stockworker	10	52	62	16.1	23.1	14	4
***TOTAL	3,541	429	3,970	89.2	82.0		
INTERMEDIATE SALES & SERVICE							
Admin Officer (AMI)	92	25	117	78.6	39.8		
Applied Leadership	2	3	5	40.0	36.5		
Business Leadership	5	4	9	55.6	39.8		
Commercial Transport Insp	31	121	152	20.4	39.8	60	29
Correctional Serv Growth - 18	335	861	1,196	28.0	29.9		
Correctional Service 21-27	50	171	221	22.6	29.9	66	16
Deputy Sheriff 14-18	63	274	337	18.7	23.0		
Deputy Sheriff 21-24	9	53	62	14.5	23.0	14	5
Deputy Sheriff Instructor	1	4	5	20.0	23.0		
Deputy Sheriff Sr Intel Of	0	5	5	0.0	23.0		
Food Production Services 11-18	3	0	3	100.0	23.7		
Health Care Worker	2	3	5	40.0	87.0	4	2
Insp Fire Commission Off	1	5	6	16.7	2.7		
***TOTAL	594	1,529	2,123	28.0	30.0	637	43

BC Public Service

Representation by Occupation, Compared to the Available Workforce Regular Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
OTHER SALES & SERVICE							
Building Maintenance Wkr	0	2	2	0.0	21.4		
Food Production Services 7-9	5	0	5	100.0	64.4		
***TOTAL	5	2	7	71.4	52.1		
MANUAL WORKERS							
C1 JP Assembler	1	0	1	100.0	26.7		
I2 JP Bindery	4	7	11	36.4	44.0		
J2 Xerox Docutech	3	3	6	50.0	33.2		
JP Compositor	8	5	13	61.5	33.2		
JP Information Technologist	1	7	8	12.5	33.2	3	2
Machine Operator	0	11	11	0.0	6.1		
Utility Worker	0	1	1	0.0	9.7		
***TOTAL	17	34	51	33.3	26.7		
TOTAL, ALL CLASSIFICATIONS	14,241	9,406	23,647	60.2	60.6	14,330	89

**** 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 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

Representation by Occupation, Compared to the Available Workforce Auxiliary Employees

	Government Representation				Available Workforce ¹	Occupations with Significant 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	1	2	3	33.3	42.2		
Strategic Leadership	1	6	7	14.3	24.2		
***TOTAL	2	8	10	20.0	29.6		
MIDDLE & OTHER MANAGERS							
Applied Leadership	1	1	2	50.0	31.4		
Business Leadership	3	5	8	37.5	55.1		
Management Level 01	1	0	1	100.0	39.1		
***TOTAL	5	6	11	45.5	49.4		
PROFESSIONALS							
Administrative Officer 21-30	18	20	38	47.4	52.9		
Applied Leadership	7	2	9	77.8	58.3		
Biologist	3	6	9	33.3	42.0		
Business Leadership	1	2	3	33.3	50.6		
Communications Officer 21-24	2	0	2	100.0	63.7		
Economist	0	2	2	0.0	36.2		
Education Officer	2	1	3	66.7	67.8		
Information Systems 21-30	2	1	3	66.7	21.9		
LSO--Designated Profssnl Eng	2	1	3	66.7	13.8		
Laboratory/Hlth Sci Off 21-30	1	1	2	50.0	23.6		
Legal Counsel	1	3	4	25.0	36.3		
Licensed Psychologist	0	1	1	0.0	69.2		
Licensed Sc Off Agrologist	1	2	3	33.3	32.5		
Licensed Sc Off Engineer	0	1	1	0.0	15.7		
Nurse (C)	8	0	8	100.0	93.4		
Nurse (H)	11	7	18	61.1	93.9	17	6
Nutritionist	5	0	5	100.0	91.6		
Pharmacist	1	0	1	100.0	59.4		
Planning Officer	1	1	2	50.0	43.3		
Policy Analyst - Science	0	1	1	0.0	40.5		
Policy Social/Ed/Health	1	0	1	100.0	65.1		
Research Officer 21-30	5	1	6	83.3	66.1		
Scientific/Tech Off 21-30	13	12	25	52.0	31.6		
Social Prog Off (CYMH)	17	6	23	73.9	80.4		
Social Prog Off 21-30	83	25	108	76.9	72.0		
***TOTAL	185	96	281	65.8	58.5		
SEMI-PROFESSIONALS & TECHNICIANS							
Child Care Counsellor	19	5	24	79.2	74.7		
Community Prog Off	5	0	5	100.0	74.7		
Community Prog Off (FAW)	6	1	7	85.7	74.7		
Conservation Officer	0	1	1	0.0	22.9		
Forest Technician	7	3	10	70.0	19.6		
Heritage Resources Off 13-18	1	0	1	100.0	56.8		
Information Systems 13-18	2	5	7	28.6	26.1		
Instructor (Corrections) 18	0	1	1	0.0	58.8		
Laboratory Assistant	2	1	3	66.7	84.5		
Probation Interviewer	21	12	33	63.6	74.7		
Safety Officer	1	0	1	100.0	37.2		
Scientific/Tech Off 11-18	9	34	43	20.9	19.2		
Tech Enforcement Officer 11-18	2	1	3	66.7	42.1		
***TOTAL	75	64	139	54.0	40.8		

BC Public Service

Representation by Occupation, Compared to the Available Workforce Auxiliary Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected 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	8	7	15	53.3	72.6	11	3
Communications Officer 14-18	2	1	3	66.7	80.3		
Executive Administrative Asst	1	0	1	100.0	95.4		
Financial Officer 14-18	4	2	6	66.7	92.9	6	2
Research Officer 13-18	7	3	10	70.0	86.0	9	2
***TOTAL	22	13	35	62.9	76.8		
CLERICAL PERSONNEL							
Administrative Support							
Clerk 9-11	169	31	200	84.5	81.4		
Clerk Stenographer 9-11	47	3	50	94.0	82.1		
Office Assistant	142	11	153	92.8	88.2		
Total, Administrative Support	358	45	403	88.8	84.1		
Clerk Postal	13	12	25	52.0	54.8		
Control Tower Operator	0	5	5	0.0	54.5	3	3
Court Clerk	25	4	29	86.2	81.9		
Information Systems 7-11	2	1	3	66.7	84.0		
Stockworker	2	14	16	12.5	23.1	4	2
***TOTAL	400	81	481	83.2	83.1		
INTERMEDIATE SALES & SERVICE							
Commercial Transport Insp	1	0	1	100.0	39.8		
Correctional Serv Growth - 18	21	36	57	36.8	29.9		
Deputy Sheriff 14-18	0	2	2	0.0	23.0		
Food Production Services 11-18	1	0	1	100.0	29.0		
Health Care Worker	3	4	7	42.9	87.0	6	3
Insp Fire Commission Off	0	1	1	0.0	2.7		
***TOTAL	26	43	69	37.7	35.2		
OTHER SALES & SERVICE							
Food Production Services 7-9	4	0	4	100.0	64.4		
***TOTAL	4	0	4	100.0	64.4		
MANUAL WORKERS							
Labourer	1	0	1	100.0	8.4		
Machine Operator	1	0	1	100.0	6.7		
Park Assistant 07-11	1	1	2	50.0	13.4		
***TOTAL	3	1	4	75.0	9.7		
OCCUPATIONS NOT STATED							
Aboriginal Youth Intern Prog	15	4	19	78.9	48.2		
Coop Education Train Prog	37	33	70	52.9	48.2		
Public Serv Intrnship Pro (AS)	2	1	3	66.7	48.2		
***TOTAL	54	38	92	58.7	48.2		
TOTAL, ALL CLASSIFICATIONS	779	350	1,129	69.0	73.5	830	51

**** 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 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

Representation by Occupation, Compared to the Available Workforce All Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
SENIOR MANAGERS							
Applied Leadership	1	2	3	33.3	42.2		
Assistant Deputy Minister Bd A	1	4	5	20.0	42.2		
Assistant Deputy Minister Bd B	32	21	53	60.4	42.2		
Assistant Deputy Minister Bd C	9	14	23	39.1	42.2		
Assistant Deputy Minister Bd D	5	9	14	35.7	42.2		
Assistant Deputy Minister ML9	1	0	1	100.0	42.2		
Associate Deputy Minister	3	7	10	30.0	42.2		
Business Leadership	177	183	360	49.2	42.2		
Deputy Minister	4	15	19	21.1	42.2	8	4
Management Level 11	1	0	1	100.0	24.2		
Management OIC Level 12	1	2	3	33.3	24.2		
Senior Executive Band A	1	10	11	9.1	42.2	5	4
Strategic Leadership	224	290	514	43.6	24.2		
***TOTAL	460	557	1,017	45.2	33.0		
MIDDLE & OTHER MANAGERS							
Applied Leadership	285	134	419	68.0	50.8		
Business Leadership	700	840	1,540	45.5	49.3	759	59
Management Level 01	3	0	3	100.0	39.1		
Management Level 02	1	1	2	50.0	39.1		
Management Level 03	2	0	2	100.0	39.1		
Management Level 05	1	2	3	33.3	39.1		
***TOTAL	992	977	1,969	50.4	49.6		
PROFESSIONALS							
Administrative Officer 21-30	810	476	1,286	63.0	52.6		
Applied Leadership	398	194	592	67.2	61.3		
Archivist 21-27	4	1	5	80.0	66.7		
Articling Student	9	4	13	69.2	36.3		
Biologist	85	169	254	33.5	42.0	107	22
Business Leadership	238	180	418	56.9	56.1		
Clinician	1	0	1	100.0	93.8		
Communications Officer 21-24	15	4	19	78.9	63.7		
Community Coroner	26	29	55	47.3	74.2	41	15
Coroner Investigator	1	1	2	50.0	74.2		
Economist	34	45	79	43.0	36.1		
Education Officer	43	22	65	66.2	67.8		
Financial Off (Tax Audit)	82	113	195	42.1	54.3	106	24
Financial Officer 21-30	157	84	241	65.1	45.5		
Heritage Resources Off 21-30	4	2	6	66.7	61.9		
Information Systems 21-30	320	569	889	36.0	23.0		
Instructor (Corrections) 21-24	0	6	6	0.0	55.8	3	3
LSO--Designated Profssnl Eng	29	131	160	18.1	13.5		
LSO--Designntd Petroleum Geog	3	6	9	33.3	21.7		
Laboratory/Hlth Sci Off 21-30	16	7	23	69.6	23.6		
Legal Counsel	355	307	662	53.6	36.3		
Legal Counsel Manager	7	22	29	24.1	36.3	11	4
Librarian	6	1	7	85.7	84.8		
Licensed Psychologist	42	18	60	70.0	69.2		
Licensed Sc Off Agrologist	60	96	156	38.5	32.5		
Licensed Sc Off Engineer	24	47	71	33.8	14.2		
Licensed Sc Off Forester	149	438	587	25.4	14.6		
Licensed Sc Off Geologist	6	22	28	21.4	21.7		
Licensed Sc Off Other	26	41	67	38.8	21.9		
Nurse	12	1	13	92.3	93.9		
Nurse (ATL)	1	0	1	100	93.9		

BC Public Service

Representation by Occupation, Compared to the Available Workforce All Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
PROFESSIONALS (cont.)							
Nurse (C)	61	7	68	89.7	93.5		
Nurse (H)	47	15	62	75.8	93.5		
Nutritionist	17	1	18	94.4	91.6		
Occupational Therapist	1	0	1	100.0	91.1		
Pharmacist	11	6	17	64.7	59.4		
Planning Officer	29	26	55	52.7	43.3		
Policy Analyst - Economics	6	4	10	60.0	46.0		
Policy Analyst - Finance	12	14	26	46.2	41.2		
Policy Analyst - Science	16	12	28	57.1	40.5		
Policy Social/Ed/Health	40	17	57	70.2	65.1		
Psychologist	2	0	2	100.0	69.3		
Research Officer 21-30	98	77	175	56.0	58.4		
Salaried Physician	2	7	9	22.2	34.0		
Science Officer	0	3	3	0.0	27.8		
Scientific/Tech Off 21-30	282	870	1,152	24.5	31.2	359	77
Social Prog Off (CYMH)	222	57	279	79.6	80.4		
Social Prog Off 21-30	1,961	557	2,518	77.9	70.5		
Veterinary Leader	1	0	1	100.0	50.4		
Veterinary Specialist	5	4	9	55.6	50.4		
***TOTAL	5,776	4,713	10,489	55.1	47.4		
SEMI-PROFESSIONALS & TECHNICIANS							
Applied Leadership	2	2	4	50.0	41.8		
Business Leadership	1	9	10	10.0	10.5		
Child Care Counsellor	60	27	87	69.0	74.7		
Community Prog Off	10	0	10	100.0	74.7		
Community Prog Off (FAW)	677	141	818	82.8	74.7		
Community Prog Off (FMW)	43	5	48	89.6	74.7		
Community Prog Off (IA)	95	23	118	80.5	74.7		
Community Prog Officer (CVWS)	2	0	2	100.0	74.7		
Conservation Officer	6	109	115	5.2	22.9	26	20
Coordinator Of Volunteers	2	0	2	100.0	74.7		
Forest Technician	7	3	10	70.0	19.6		
Heritage Resources Off 13-18	1	0	1	100.0	56.8		
Information Systems 13-18	102	107	209	48.8	26.1		
Insp Mechan Mtr Vehicles	0	27	27	0.0	7.4	2	2
Instructor (Corrections) 18	5	15	20	25.0	58.8	12	7
Laboratory Assistant	11	1	12	91.7	84.5		
Librarian 14	1	0	1	100.0	85.4		
Paralegal	36	6	42	85.7	90.5		
Probation Interviewer	52	38	90	57.8	74.7	67	15
Rehabilitation Consultant	8	1	9	88.9	78.4		
Safety Officer	4	1	5	80.0	37.2		
Scientific/Tech Off 11-18	194	440	634	30.6	21.6		
Social Prog Off 14	1	1	2	50.0	94.7		
Social Worker Assistant	21	2	23	91.3	74.7		
TJ Gardener	0	1	1	0.0	32.1		
Tech Enforcement Officer 11-18	10	23	33	30.3	21.7		
Tech Enforcement Officer 21	8	12	20	40.0	19.6		
Training Consultant	6	1	7	85.7	78.4		
***TOTAL	1,365	995	2,360	57.8	41.3		
SUPERVISORS							
Clerk 14	565	49	614	92.0	73.7		
Clerk Stenographer 14	21	1	22	95.5	73.7		
***TOTAL	586	50	636	92.1	73.7		

BC Public Service

Representation by Occupation, Compared to the Available Workforce All Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
ADMINISTRATIVE & SENIOR CLERICAL							
Administrative Officer 14-18	713	151	864	82.5	73.0		
Applied Leadership	32	23	55	58.2	87.2	48	16
Business Leadership	2	0	2	100.0	86.1		
Communications Officer 14-18	52	10	62	83.9	80.3		
Executive Administrative Asst	89	2	91	97.8	95.4		
Financial Officer 14-18	254	71	325	78.2	92.9	302	48
Judicial Admin Assistant	1	0	1	100.0	97.3		
Research Officer 13-18	24	10	34	70.6	86.0		
Senior Executive Assistant	27	0	27	100.0	95.4		
***TOTAL	1,194	267	1,461	81.7	76.5		
CRAFTS & TRADES							
E10B JP Press Asst Multi Color	0	1	1	0.0	7.7		
E6 JP 2 Color Press Op To 54"	2	9	11	18.2	7.7		
Foreman	0	3	3	0.0	5.2		
Printing Operator	0	3	3	0.0	7.7		
TJ Electronics Radio Commun	0	1	1	0.0	2.2		
TJ Mechanic Hvy Vehicle & Eqpt	0	1	1	0.0	0.8		
TJ Mechanic Lt Vehicle & Eqpt	0	2	2	0.0	1.4		
TL Electronics Radio Commun	1	16	17	5.9	2.2		
TS Electronics Radio Commun	0	1	1	0.0	6.1		
TSS Electronics Radio Commun	0	3	3	0.0	6.1		
***TOTAL	3	40	43	7.0	4.6		
CLERICAL PERSONNEL							
Administrative Support							
Clerk 9-11	2,191	247	2,438	89.9	81.3		
Clerk Stenographer 9-11	859	26	885	97.1	82.7		
Office Assistant	536	55	591	90.7	87.9		
Total, Administrative Support	3,586	328	3,914	91.6	82.6		
Applied Leadership	10	0	10	100.0	84.1		
Clerk Postal	29	63	92	31.5	50.7	47	18
Control Tower Operator	1	8	9	11.1	54.5	5	4
Court Clerk	298	39	337	88.4	81.9		
H2 Shipping/Receiving + Warehs	0	2	2	0.0	22.8		
Information Systems 7-11	5	4	9	55.6	83.7	8	3
Stockworker	12	66	78	15.4	23.1	18	6
***TOTAL	3,941	510	4,451	88.5	82.2		
INTERMEDIATE SALES & SERVICE							
Admin Officer (AMI)	92	25	117	78.6	39.8		
Applied Leadership	2	3	5	40.0	36.5		
Business Leadership	5	4	9	55.6	39.8		
Commercial Transport Insp	32	121	153	20.9	39.8	61	29
Correctional Serv Growth - 18	356	897	1,253	28.4	29.9		
Correctional Service 21-27	50	171	221	22.6	29.9	66	16
Deputy Sheriff 14-18	63	276	339	18.6	23.0		
Deputy Sheriff 21-24	9	53	62	14.5	23.0	14	5
Deputy Sheriff Instructor	1	4	5	20.0	23.0		
Deputy Sheriff Sr Intel Of	0	5	5	0.0	23.0		
Food Production Services 11-18	4	0	4	100.0	25.4		
Health Care Worker	5	7	12	41.7	87.0	10	5
Insp Fire Commission Off	1	6	7	14.3	2.7		
***TOTAL	620	1,572	2,192	28.3	30.1	660	40

BC Public Service

Representation by Occupation, Compared to the Available Workforce All Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
OTHER SALES & SERVICE							
Building Maintenance Wkr	0	2	2	0.0	21.4		
Food Production Services 7-9	9	0	9	100.0	64.4		
***TOTAL	9	2	11	81.8	56.6		
MANUAL WORKERS							
C1 JP Assembler	1	0	1	100.0	26.7		
I2 JP Bindery	4	7	11	36.4	44.0		
J2 Xerox Docutech	3	3	6	50.0	33.2		
JP Compositor	8	5	13	61.5	33.2		
JP Information Technologist	1	7	8	12.5	33.2	3	2
Labourer	1	0	1	100.0	8.4		
Machine Operator	1	11	12	8.3	6.2		
Park Assistant 07-11	1	1	2	50.0	13.4		
Utility Worker	0	1	1	0.0	9.7		
***TOTAL	20	35	55	36.4	25.3		
OCCUPATIONS NOT STATED							
Aboriginal Youth Intern Prog	15	4	19	78.9	48.2		
Coop Education Train Progm	37	33	70	52.9	48.2		
Public Serv Intrnship Pro (AS)	2	1	3	66.7	48.2		
***TOTAL	54	38	92	58.7	48.2		
TOTAL, ALL CLASSIFICATIONS	15,020	9,756	24,776	60.6	61.3	15,188	168

**** 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 only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where:

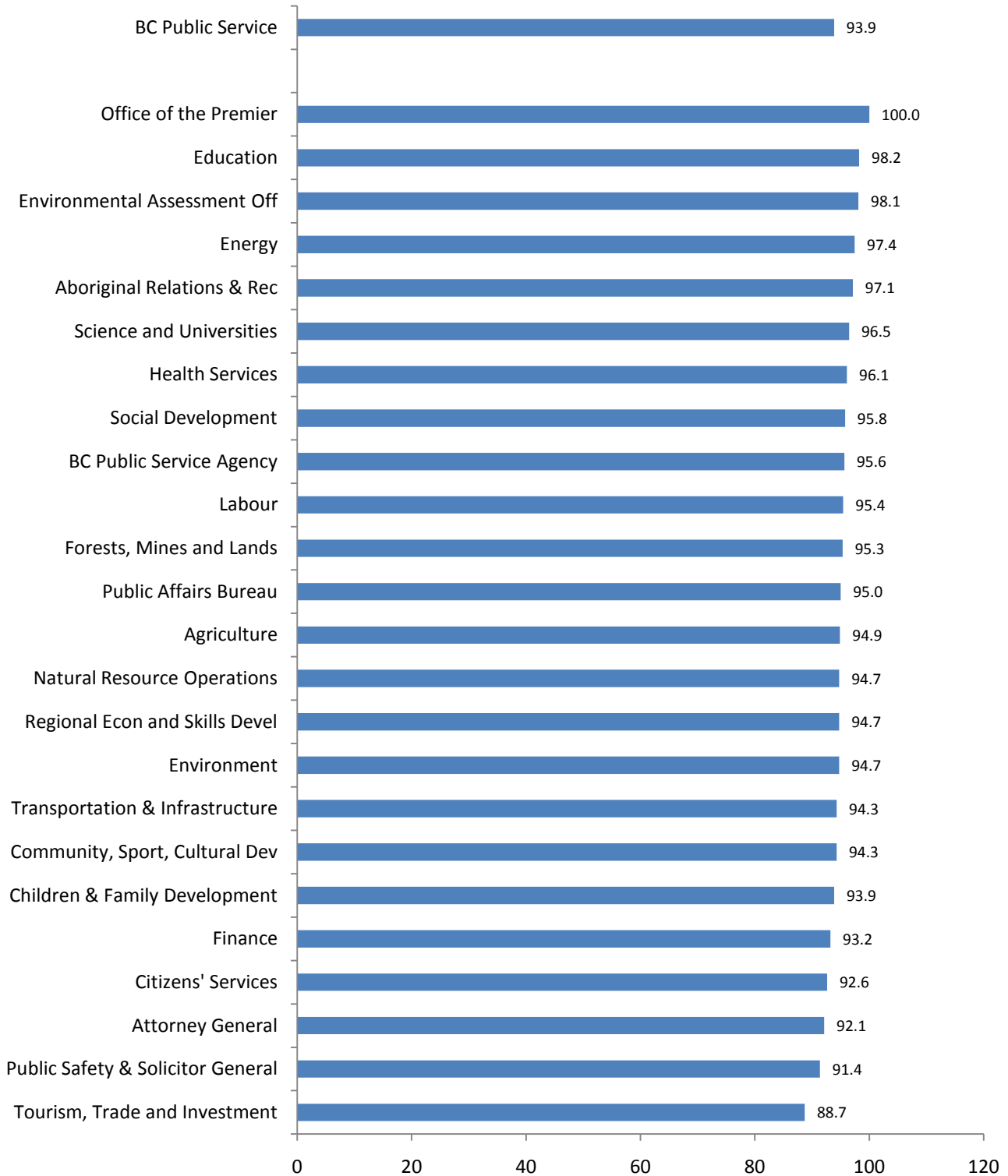
Expected Number = (Available Workforce Representation x Total in Occupation), and

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