

# Employment Equity Designated Groups under the *Public Service Employment Act*: Supporting Documentation

## UPDATES

Date	Dataset	Note
31/03/2017	CFPPSC_AR4B	Revision of dataset
31/03/2017	CFPPSC_AR4C CFPPSC_AR4D CFPPSC_AR4E	Addition of datasets

## BACKGROUND INFORMATION

The Public Service Commission (PSC) collects data on individuals who apply through the Public Service Resourcing System (PSRS) for advertisements open to Canadians on the PSC's jobs.gc.ca website. This enables the PSC to assess employment equity (EE) trends and performance regarding the share of external applicants of the following EE groups: Women, Indigenous peoples, persons with disabilities and members of visible minorities.

Student hiring data for Indigenous peoples, persons with disabilities and members of visible minorities are based on those who applied and self-declared through PSRS and where a match was found in the PSC hiring and staffing activities files covering the current fiscal year. Students hired under the Research Affiliate Program (RAP) and Co-op/Internship (CO-OP) Programs are excluded. Data on women are derived from the Treasury Board of Canada Secretariat Incumbent File.

## DATASET DOCUMENTATION

*\*Regarding “Notes” for each entry, the content in brackets refers to a variable within the dataset.*

### **Percentage of applicants to advertised processes, by employment equity designated group and fiscal year (CFPPSC\_AR4A)**

- **Source:** Public Service Resourcing System (PSRS)
- **Note:** The term “Indigenous peoples” aligns with international usage and in this document replaces the legislative term “Aboriginal peoples” that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. No change is necessary in the French version since the term “Autochtones” is correct.
- **Note:** In French, the term “personnes en situation de handicap” aligns with international usage and in this report replaces the legislative term “personnes handicapées” that appears in the *Employment Equity Act* and the *Employment*

*Equity Regulations.* The definition has not changed. No change is necessary in the English version since the term "persons with disabilities" is correct.

- **Note (Women):** Applicant data for women cannot be reported prior to 2016-2017 due to a change in data capture method.
- **Note:** In 2017-2018, the Public Service Commission changed its reporting methodology. For the purpose of measuring the number of applicants in a given fiscal year, an applicant is an individual who has submitted an application to at least one advertisement within the reporting period. Applicants to inventories will now be reported in the fiscal year in which they apply rather than on closing date, as was the previous methodology.
- **Note:** For applicants to advertised processes, the percentages for the employment equity designated groups are based on applicants who self-declared through the PSRS. The percentage of women is derived from the gender profile in the PSRS and is calculated using the total number of applicants who indicated their gender.
- **Note:** Table includes applicants whose latest application was to an external advertisement that included an indeterminate position and/or a term position of three months and over.

#### **Percentage of student applicants to advertised processes and student hiring activities to the public service, by employment equity designated group and fiscal year (CFPPSC\_AR4B)**

- **Source:** Public Service Commission (PSC) hiring and staffing activities files and the Public Service Resourcing System (PSRS)
- **Note (Percentage of student applicants):** The percentages for Indigenous peoples, persons with disabilities and members of visible minorities are based on students who applied and self-declared through the PSRS. These figures exclude cancelled advertisements.
- **Note (Percentage of student hires):** The percentages for Indigenous peoples, persons with disabilities and members of visible minorities are based on students who applied and self-declared through the PSRS in the preceding two fiscal years and where a match was found in the PSC hiring and staffing activities files covering the current fiscal year. These exclude appointments to separate agencies.
- **Note (Women / Percentage of student hires):** Numbers for women appointed to the public service are extracted from the PSC hiring and staffing activities files, which are derived from the Treasury Board of Canada Secretariat Incumbent File. These exclude appointments to separate agencies.
- **Note (Women / Percentage of student applicants):** Due to a change in data capture, applicant data for women is not available prior to 2016-2017. The percentage of women is derived from the gender profile in the PSRS and is calculated using the total number of applicants who indicated their gender.
- **Note:** Includes students who applied or were hired through the Federal Student Work Experience Program (FSWEP) and the Research Affiliate Program (RAP). Employment Equity (EE) data on students who applied or were hired through the

Post-Secondary Recruitment Program (PSR), the Recruitment of Policy Leaders Program (RPL) and Co-op/Internship Programs (COOP) are not available.

- **Note:** Workforce availability (WFA) is not used to assess representativeness of EE designated groups' share of student employment because information on WFA is based on broad occupational categories rather than employment status.
- **Note:** The term “Indigenous peoples” aligns with international usage and in this document replaces the legislative term “Aboriginal peoples” that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. No change is necessary in the French version since the term "Autochtones" is correct.
- **Note:** In French, the term “personnes en situation de handicap” aligns with international usage and in this report replaces the legislative term “personnes handicapées” that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. The definition has not changed. No change is necessary in the English version since the term "persons with disabilities" is correct.
- **Note:** In 2017-2018, the PSC changed its reporting methodology. For the purpose of measuring the number of student applicants in a given fiscal year, a registered student in the Student Resourcing System who made themselves available for referral for a period of at least one day during the fiscal year is considered a student applicant in that fiscal year.

#### **Percentage of appointments to the public service to indeterminate positions and terms of three months and over, by employment equity designated group and fiscal year (CFPPSC\_AR4C)**

- **Source:** Treasury Board of Canada Secretariat (TBS) Employment Equity Data Bank (EEDB) and Public Service Commission (PSC) hiring and staffing activities files
- **Note:** The figures for Indigenous peoples, persons with disabilities and members of visible minorities are extracted from the TBS EEDB where a match was found in the PSC hiring and staffing activities file covering the current fiscal year. The figures for women are derived from the TBS Incumbent File.
- **Note:** The term “Indigenous peoples” aligns with international usage and in this document replaces the legislative term “Aboriginal peoples” that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. No change is necessary in the French version since the term "Autochtones" is correct.
- **Note:** In French, the term “personnes en situation de handicap” aligns with international usage and in this report replaces the legislative term “personnes handicapées” that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. The definition has not changed. No change is necessary in the English version since the term "persons with disabilities" is correct.
- **Note:** The figures include appointments as a result of both advertised and non-advertised processes. They exclude appointments to separate agencies.

#### **Percentage of appointments to the public service to indeterminate positions and terms of three months and over by employment equity designated group, sex and fiscal year (CFPPSC\_AR4D)**

- **Source:** Treasury Board of Canada Secretariat's (TBS) Employment Equity Data Bank (EEDB) and Public Service Commission (PSC) hiring and staffing activities files
- **Note:** The figures for the three employment equity groups are extracted from the TBS EEDB where a match was found in the PSC hiring and staffing activities file covering the current fiscal year. Distribution by sex is derived from the TBS Incumbent File.
- **Note:** The term "Indigenous peoples" aligns with international usage and in this document replaces the legislative term "Aboriginal peoples" that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. No change is necessary in the French version since the term "Autochtones" is correct.
- **Note:** In French, the term "personnes en situation de handicap" aligns with international usage and in this report replaces the legislative term "personnes handicapées" that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. The definition has not changed. No change is necessary in the English version since the term "persons with disabilities" is correct.
- **Note:** The figures include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate departments/agencies.

**Percentage of appointments to the public service to indeterminate positions and terms of three months and over by employment equity designated group and geographic area (CFPPSC\_AR4E)**

- **Source:** Treasury Board of Canada Secretariat (TBS) Employment Equity Data Bank (EEDB) and Public Service Commission (PSC) hiring and staffing activities files
- **Note (Unknown):** Records missing a regional indicator are labelled as unknown.
- **Note:** The figures for Indigenous Peoples, persons with disabilities and members of visible minorities are extracted from the TBS EEDB where a match was found in the PSC hiring and staffing activities file covering the current fiscal year. The figures for women are derived from the TBS Incumbent File.
- **Note:** The term "Indigenous peoples" aligns with international usage and in this document replaces the legislative term "Aboriginal peoples" that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. No change is necessary in the French version since the term "Autochtones" is correct.
- **Note:** In French, the term "personnes en situation de handicap" aligns with international usage and in this report replaces the legislative term "personnes handicapées" that appears in the *Employment Equity Act* and the *Employment Equity Regulations*. The definition has not changed. No change is necessary in the English version since the term "persons with disabilities" is correct.
- **Note:** The figures include appointments as a result of both external advertised and non-advertised processes. They exclude appointments to separate departments/agencies.
- **Note:** The suppression of certain data cells may be applied in order to respect the confidentiality requirements of personal information. Where necessary, they have been replaced with a blank cell.

- **Note:** The figures for this table exclude appointments to separate agencies.

GLOSSARY

<b>Attribute Name</b>	<b>Defined Attribute Name</b>
description_e	Description of count/percentage (English)
description_f	Description of count/percentage (French)
emp_equity_designated_group_e	Employment Equity Designated Group (English)
emp_equity_designated_group_f	Employment Equity Designated Group (French)
fiscal_year	Fiscal year
Geo_region_e	Geographic region of work location (English)
Geo_region_f	Geographic region of work location (French)
sex_e	Sex (English)
sex_f	Sex (French)
n	Count/Percentage