



Canadian Nuclear
Laboratories

Laboratoires Nucléaires
Canadiens

2015

Employment Equity

Annual Report



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Corporation Overview

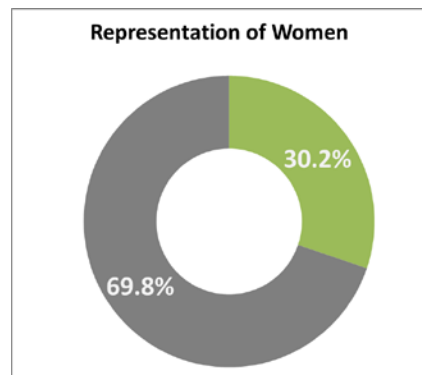
CNL is committed to creating a corporation in which valuing diversity is fundamental to its business operations. In principle and in practice, CNL promotes an inclusive, respectful work environment where individuals and groups can achieve their full potential

Canadian Nuclear Laboratories (“CNL”) is Canada’s premier nuclear science and technology organization and a world leader in developing peaceful and innovative applications from nuclear technology through its expertise in physics, metallurgy, chemistry, biology, engineering and decommissioning.

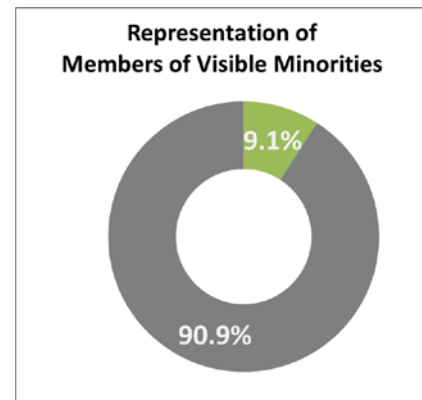
In September 2015, CNL transitioned to a “Government Owned, Contractor Operated” (“GoCo”) model, the first of its kind in Canada. This report outlines CNL’s 2015 Employment Equity results, initiatives, challenges, and accomplishments for the calendar year 2015.

Quantitative Information

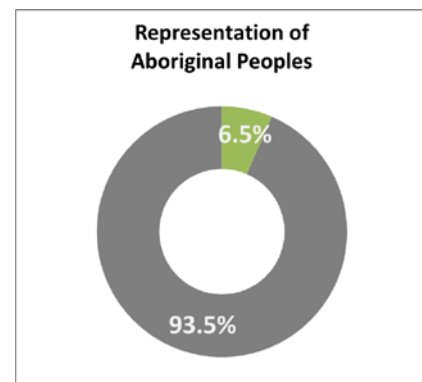
CNL’s workforce grew from 3,406 to 3,446 in 2015 – an increase of approximately 1%. As of December 31, 2015, 1,669 – or 48.4% - of CNL employees belong to one of the four designated groups – women, members of visible minorities, Aboriginal Peoples, and persons with disabilities. This represents an increase of 0.8% - virtually equivalent to the overall workforce increase.



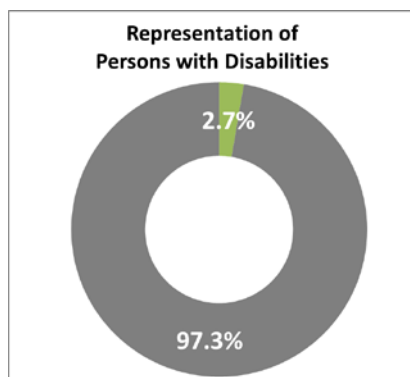
In 2015, women represented 30.2% of CNL’s total workforce – up 0.6% from 2014, and slightly below the weighted availability / the expectation set by Economic and Social Development Canada (ESDC).



Members of visible minorities represented 9.1% of CNL’s 2015 workforce – a 0.2% increase over 2014 and continuing to fall below the weighted availability (16.5%).



Aboriginal Peoples represent 6.5% of CNL’s workforce, a 0.1% decrease from 2014, but significantly higher than the weighted availability by 3.1%.



Persons with Disabilities comprise 2.7% of CNL's workforce, up by 0.1% from 2014, and below the weighted availability by 1.9%.

Five Year Breakdown by Designated Groups							
Year	Workforce Size	Women	Aboriginal	Visible Minorities	Persons with Disabilities	% Designated Group out of Total Workforce	% Non Designated Group out of Total Workforce
2011	3,282	924	207	269	96	46%	54%
2012	3,323	970	210	262	94	46%	54%
2013	3,385	992	214	285	90	47%	53%
2014	3,406	1,008	224	302	87	48%	52%
2015	3,447	1,040	225	312	92	48%	52%

Women - 2015

EEOG	Women		
	Representation	ESDC Expectations	Gap
	#	#	#
01 : Senior Managers	3	3	0
02 : Middle and Other Managers	57	81	-24
03 : Professionals	254	215	39
04 : Semi-Professionals and Technicians	280	225	55
05 : Supervisors	23	38	-15
06 : Supervisors: Crafts and Trades	13	15	-2
07 : Administrative and Senior Clerical Personnel	229	265	-36
09 : Skilled Crafts and Trades Workers	11	21	-10
10 : Clerical Personnel	119	109	10
11 : Intermediate Sales and Service Personnel	16	67	-51
12 : Semi-Skilled Manual Workers	2	9	-7
13 : Other Sales and Service Personnel	9	9	0
14 : Other Manual Workers	24	27	-3
Total	1040	1084	-44

CNL has created steady growth in the participation of women over the last five years, from just over 28% in 2011 to just over 30% in 2015, still slightly below the weighted availability of 31.5%.

Aboriginal Peoples - 2015

EEOG	Aboriginal Peoples		
	Representation	ESDC Expectations	Gap
	#	#	#
01 : Senior Managers	0	0	0
02 : Middle and Other Managers	8	5	3
03 : Professionals	16	9	7
04 : Semi-Professionals and Technicians	59	33	26
05 : Supervisors	6	4	2
06 : Supervisors: Crafts and Trades	6	4	2
07 : Administrative and Senior Clerical Personnel	24	15	9
09 : Skilled Crafts and Trades Workers	45	16	29
10 : Clerical Personnel	17	10	7
11 : Intermediate Sales and Service Personnel	11	5	6
12 : Semi-Skilled Manual Workers	10	2	8
13 : Other Sales and Service Personnel	3	4	-1
14 : Other Manual Workers	20	12	8
Total	225	119	106

CNL has consistently exceeded ESDC expectations over the past five years and continues to promote career and professional developmental opportunities for Aboriginal Peoples, including partnering on programs established by local reserves in the surrounding regions. Overall, Aboriginal Peoples now comprise 6.5% of the CNL workforce, slightly lower than the 6.6% in 2014. This is significantly higher than the 2015 weighted availability of 3.4%.

Visible Minorities - 2015

EEOG	Members of Visible Minorities		
	Representation	ESDC Expectations	Gap
	#	#	#
01 : Senior Managers	1	1	0
02 : Middle and Other Managers	21	31	-10
03 : Professionals	194	237	-43
04 : Semi-Professionals and Technicians	58	211	-153
05 : Supervisors	5	1	4
06 : Supervisors: Crafts and Trades	6	15	-9
07 : Administrative and Senior Clerical Personnel	11	5	6
09 : Skilled Crafts and Trades Workers	8	58	-50
10 : Clerical Personnel	2	3	-1
11 : Intermediate Sales and Service Personnel	2	2	0
12 : Semi-Skilled Manual Workers	0	1	-1
13 : Other Sales and Service Personnel	1	1	0
14 : Other Manual Workers	3	3	0
Total	312	569	-257

Over the past 5 years, CNL has created some increase in the representation of members of visible minorities, and continues to fall below ESDC expectations

Persons with Disabilities - 2015

EEOG	Persons with Disabilities		
	Representation	ESDC Expectations	Gap
	#	#	#
01/02 : Managers	5	9	-4
03 : Professionals	13	35	-22
04 : Semi-Professionals and Technicians	35	44	-9
05 : Supervisors	0	8	-8
06 : Supervisors: Crafts and Trades	3	8	-5
07 : Administrative and Senior Clerical Personnel	9	10	-1
09 : Skilled Crafts and Trades Workers	10	16	-6
10 : Clerical Personnel	5	11	-6
11 : Intermediate Sales and Service Personnel	2	5	-3
12 : Semi-Skilled Manual Workers	3	2	1
13 : Other Sales and Service Personnel	0	1	-1
14 : Other Manual Workers	7	7	0
Total	92	156	-64

Participation of persons with disabilities in the CNL workforce has fluctuated over the past five years and continues to fall below the ESDC expectation. Overall, persons with disabilities now comprise of 2.7% of the CNL workforce, 0.1% higher than the 2.6% in 2014. The representation continues to remain less than the 2015 weighted availability of 4.6%.

The data is based on the Workforce Analysis - Comparison Summary Report from January 18 2016 due to reporting problems occurring with the system. The problem was communicated to the Program Office at ESDC.

Qualitative Information/Measures

CNL has undertaken a variety of qualitative measures to ensure Employment Equity objectives are met, including:

- The Employment Equity Committee met in September, October, and December 2015.
- The 2014 annual Employment Equity Report was presented to CNL's Executive Committee in May 2015.
- A voluntary "Workforce Survey Questionnaire" is provided to all new hires during the orientation process for self-identification purposes, including the ability to select their gender identification, as well as an opportunity to indicate if they do not wish to complete the survey. This enables us to capture, track, report on, and analyze workforce data with greater completeness and accuracy.
- CNL continues to maintain a membership to Equitek, which assists corporations in generating applicant flow through a proactive recruitment network of employment counselors, job coaches, and mentors that represent diverse talent from all of the designated groups including internationally trained professionals.
- CNL continues to review and fine-tune our recruitment and selection processes, internal and external, with a view to greater effectiveness, inclusiveness, consistency, transparency, and elimination of any systemic barriers. CNL's Talent Acquisition process is currently undergoing a major review including a focus on diversity and inclusion.
- CNL continues to partner with the Local Immigration Partnership (LIP) who act as the community advisory body lending direction to the development and execution of an Immigration Settlement and Integration Strategic Plan. This plan helps improve recruitment, retention and integration to newcomers in the Renfrew and Lanark Counties. The Renfrew & Lanark LIPs have been working with local organizations, service providers and individuals to develop a viable plan to retain those already living in these communities.
- CNL maintains an extensive student program that supports CNL's continued success and value proposition to be a generator of highly qualified people. Students from across Canada, who are studying in fields relevant to CNL's business or related corporate support functions, are considered for these positions.

- CNL continues to engage immigration specialists to assist and advise CNL on immigration regulations to ensure a smooth hiring process for foreign workers. CNL and foreign worker candidates receive assistance with preparing work permits and permanent residence status applications. Through this partnership, CNL also receives regular Client Alerts on new and changing immigration regulations.

CNL is committed to the goal of developing skilled local talent, seeking out and participating in local skill development fairs and expos. Participation in these activities further enhances the already strong sense of community pride felt by employees across CNL, as well as promoting deeper community involvement between our employees, our local commercial partners and local residents in general.

- For the 15th year in a row, CNL was a member of the OPTIONS Skilled Trades Fair Planning Committee. A team of CNL employee's attended an event in May to participate in this annual skilled trades fair which attracts high school students from across Renfrew County. CNL uses this opportunity to promote summer job opportunities and developmental opportunities exclusively available to high school, college, and university students.
- CNL is a key supporter of Women In Nuclear ("WiN")-Canada. WiN-Canada works to support the role women have in addressing the general public's concerns about nuclear energy and the application of radiation and nuclear technology. WiN-Canada also works to provide an opportunity for women to succeed in the industry through initiatives such as mentoring, networking, and personal development opportunities. WiN is also a world-wide association of women working professionally in various fields of nuclear energy and radiation applications.
- CNL participated in the WiN Canadian National Conference, and sent employees to the Renfrew County Region Science and Technology Fair and the Science Olympics.
- CNL participated in many women in trades events in 2015 including Skills Work for Women Career Exploration event and the Skills Canada Young Women's conference. These events promote women in trade and highlight the opportunities for women at CNL.
- CNL maintains a positive relationship with the Algonquins of Pikwàkanagàn First Nation in the Bonnechere River and Golden Lake area in the vicinity of its Chalk River Laboratories. A Representative of the Algonquins of Pikwàkanagàn sits on the Environmental Stewardship Council.

- In the vicinity of our Whiteshell Laboratories (WL), CNL maintains a communication protocol with Sakgeeng First Nation. CNL also electronically provides all Whiteshell Laboratories job postings to the Sakgeeng Band Office.
- CNL is a member of the Council on Inclusive Work Environments (CIWE) which offers the opportunity to join a network of committed diversity, inclusion and talent management professionals. It is a forum to learn from subject-matter experts, hear from leading organizations, and share insights with peers.
- In 2015 CNL participated in a “Creating a Workplace Where All People Thrive” seminar which highlighted the current state of accessibility in organizations and mitigating the impact of stigma in the workplace.
- CNL continues to provide mediation/prayer rooms for employee use. The rooms are non-denominational, to be shared by employees from many backgrounds in the spirit of respect and mutual support.
- In 2015, CNL’s Organizational Development and Training Department continued to facilitate the Performance Leadership Essentials program. The objectives of this program are:
 - to build the skills of current and future frontline leaders
 - to instill a common language of performance that promotes a common understanding, improves productivity, and drives a positive culture

Desired outcomes from an Employment Equity perspective include a more inclusive and positive work environment, promotion from within and professional development for current employees. Specifically, Resolving Workplace Conflicts deals with maintaining and enhancing a respectful workplace environment. This module equips participants with the tools and skills necessary to enhance their leadership role in a respectful healthy working environment.

- CNL is committed to a positive workplace environment in which all employees are treated with respect and dignity. CNL launched the Respectful Workplace Program in 2012, and in late 2015 the importance of this program was elevated with the creation of a new Manager, Workplace Relations position reporting directly to the Vice President, Human Resources.

The purpose of the Respectful Workplace program is to promote positive working relationships and manage conflict in the workplace through the following mechanisms of an Informal Conflict Management System (ICMS):

- Awareness briefings
- Conflict coaching

- Facilitated discussions/mediation
 - Group processes
 - Consultations
 - Alternative Dispute Resolution
- CNL’s Diversity Intranet page is full of information for employees on various initiatives and links. It has various sections such as:
- “Did You Know” – This section informs employees of the location of the three meditation/prayer rooms and that our Employee and Family Assistance Program has counsellors who specialize in working with Aboriginal clients.
 - “Employment Equity Act” – This section states that as a company, CNL believes in diversity and respecting all employees equally. It lists the four designated groups covered under the Act and has a link to the Employment Equity Act.
 - Diversity and Inclusion Committee – CNL’s Diversity and Inclusion Committee meets to discuss diversity and inclusion initiatives. There is a link to Terms of Reference document and to the latest meeting minutes.
 - Workforce Survey – speaks to employees completing their Workforce Survey and that self-identifying is voluntary and the survey information is kept confidential.
 - CNL Annual Employment Equity Reports – links to all reports previously filed.
 - Links to various local community events such as the Unity in Diversity luncheons and dinners held in the area.

The page also has a contact name for questions, comments or issues with respect to employment equity at CNL as well as reference links to Women in Technology International, The Assembly of First Nations and Women in Nuclear Canada.

- CNL has developed initiatives that target the area of Employee Wellness. These initiatives were approached with the intent to support positive lifestyle changes for employees; enhance employee productivity and morale; engage employees in order to improve employee health and safety. Supporting employees and their families in times of personal need is an important aspect of CNL. Many wellness related lunch and learn, video conferences and training sessions took place in 2015 on topics such as:
- Employee and Family Assistance Program (EFAP)
 - Successful Transition to Retirement
 - EFAP Program Overview for Employees and People Leaders

- Living with Stress

The EFAP website is a great source of information and includes the services available to employees and their families as well as access to the Lifespeak video series. The EFAP program is also available via a mobile device application. This application's key features include access to E-Counselling, stress level index measures and access to health and wellness articles.

Constraints

a) Generic Constraints

1. Stigma associated with mental health issues as a result of lack of information, stereotypes, and negative perceptions.
 - Educate and inform
 - Communicate about mental illness across the whole corporation to reduce fear, stigma and discrimination in the workplace.
 - Foster a healthy workplace environment
 - Establish a culture that's conducive to supporting employees' mental health by raising awareness of workplace programs and policies that promote mental and physical health and wellness.
 - Strengthen people leader skills
 - Train managers on how to identify the signs and symptoms of mental distress, and on available employee tools and supports. Many managers participated in a Mental Health Overview training that outlined the signs and how to deal with mental health conditions. The Continuous Behavioural Observation Program (CBOP) and the triannual refresher are required training for all managers.
 - Promote accessibility
 - Continue to provide access to an Employee Assistance Program (EAP) and other resources to assist employees offered by the CNL Health Centre.

b) Specific Constraints

1. Self-Identification continues to be a challenge due to some employees' reluctance to self-identify, which adversely affects CNL' ability to obtain accurate data on workforce representation.
 - CNL's Diversity & Inclusion Committee has a new executive sponsor who is committed to measurable progress on both diversity and inclusion. The annual HR Plan also includes

deliverables related to ensuring we build and sustain a healthy, diverse, and inclusive culture. Initiatives such as these should promote stronger confidence in employees to self-identify and a re-survey will be made available in 2016 to all employees.

2. Over 2,500 of CNL's employees work in the Chalk River, Ontario location in the Upper Ottawa Valley. This is a largely rural area approximately two hours' drive from the closest urban centre, Ottawa. The area is generally less diverse than large urban centres, has fewer career opportunities (hindering spousal employment), and has virtually no public transportation network. CNL's Whiteshell operation in Manitoba is equally challenged with 90 minute proximity to Winnipeg. All of these factors pose recruitment challenges in general and for some of the designated groups in particular.
 - o CNL's review of Talent Acquisition processes in 2016 will include approaches to address location-specific barriers as well as promoting the many positive benefits of living and working in the area, leveraging CNL's surrounding communities and local establishments such as churches and mosques.

Consultation with Employee Representatives

CNL's Diversity and Inclusion committee is comprised of employee, union and management staff from each site. The committee was revitalized in 2015 and met three times to discuss diversity initiatives, progress against the Employment Equity plan, and to provide input into the Annual Report.

Future Strategies

Diversity and inclusion go hand in hand. Leveraging the diversity of staff consistently works to identify and address systemic barriers embedded within policies, practices and programs that inadvertently exclude individuals or whole communities. The organizational benefits of an inclusive workplace are many, including improved productivity and increased employee attraction, engagement, and retention.

CNL will develop a formal Diversity & Inclusion Action Plan. The action plan will include realistic, achievable goals and targets that will not only assist us in achieving our target representation among all four of the designated groups, but will take it to the next level.

Prepared by:

Reviewed by:

Approved by:

Canadian Nuclear Laboratories Workforce Analysis
– Comparison Summary Report 2014-12-31 and 2015-12-31

APPENDIX A

EEOG	Canadian Nuclear Laboratories						Women										
	Total Workforce			Internal Workforce						Labour Pool						Gap	
	2014 #	2015 #	Change #	2014 #	2015 #	Change #	2014 %	2015 %	Change %	2014 %	2015 %	Change %	2014 #	2015 #	Change #	2014 #	2015 #
01: Senior Managers	25	12	-13	6	3	-3	24.0%	25.0%	1.0%	27.4%	27.4%	0.0%	7	3	-4	-1	0
02: Middle and Other Managers	214	208	-6	53	57	4	24.8%	27.4%	2.6%	38.9%	38.9%	0.0%	83	81	-2	-30	-24
03: Professionals	888	933	45	236	254	18	26.6%	27.2%	0.6%	23.4%	23.0%	-0.4%	208	215	7	28	39
04: Semi-Professionals and Technicians	944	956	12	277	280	3	29.3%	29.3%	-0.1%	23.6%	23.5%	-0.1%	223	225	2	54	55
05: Supervisors	55	61	6	19	23	4	34.5%	37.7%	3.2%	62.6%	62.8%	0.2%	34	38	4	-15	-15
06: Supervisors: Crafts and Trades	102	102	0	13	13	0	12.7%	12.7%	0.0%	15.4%	14.9%	-0.5%	16	15	-1	-3	-2
07: Administrative and Senior Clerical Personnel	306	305	-1	232	229	-3	75.8%	75.1%	-0.7%	86.7%	86.8%	0.1%	265	265	0	-33	-36
09: Skilled Crafts and Trades Workers	429	428	-1	9	11	2	2.1%	2.6%	0.5%	4.8%	4.8%	0.0%	21	21	0	-12	-10
10: Clerical Personnel	147	151	4	114	119	5	77.6%	78.8%	1.3%	72.4%	72.5%	0.1%	106	109	3	8	10
11: Intermediate Sales and Service Personnel	93	93	0	13	16	3	14.0%	17.2%	3.2%	72.4%	72.4%	0.0%	67	67	0	-54	-51
12: Semi-Skilled Manual Workers	46	46	0	2	2	0	4.3%	4.3%	0.0%	19.4%	19.7%	0.3%	9	9	0	-7	-7
13: Other Sales and Service Personnel	14	15	1	8	9	1	57.1%	60.0%	2.9%	62.3%	62.2%	-0.1%	9	9	0	-1	-1
14: Other Manual Workers	143	137	-6	26	24	-2	18.2%	17.5%	-0.7%	19.6%	19.6%	0.0%	28	27	-1	-2	-3
Total	3406	3447	41	1008	1040	32	29.6%	30.2%	0.6%	31.6%	31.5%	-0.1%	1076	1084	8	-68	-44

EEOG	Canadian Nuclear Laboratories						Aboriginal Peoples										
	Total Workforce			Internal Workforce						Labour Pool						Gap	
	2014 #	2015 #	Change #	2014 #	2015 #	Change #	2014 %	2015 %	Change %	2014 %	2015 %	Change %	2014 #	2015 #	Change #	2014 #	2015 #
01: Senior Managers	25	12	-13	0	0	0	0.0%	0.0%	0.0%	2.9%	2.9%	0.0%	1	0	-1	-1	0
02: Middle and Other Managers	214	208	-6	7	8	1	3.3%	3.8%	0.6%	2.2%	2.2%	0.0%	5	5	0	2	3
03: Professionals	888	933	45	19	16	-3	2.1%	1.7%	-0.4%	1.0%	1.0%	0.0%	9	9	0	10	7
04: Semi-Professionals and Technicians	944	956	12	55	59	4	5.8%	6.2%	0.3%	3.5%	3.4%	-0.1%	33	33	0	22	26
05: Supervisors	55	61	6	4	6	2	7.3%	9.8%	2.6%	6.0%	6.0%	-0.6%	4	4	0	0	2
06: Supervisors: Crafts and Trades	102	102	0	6	6	0	5.9%	5.9%	0.0%	3.2%	3.6%	0.4%	3	4	1	3	2
07: Administrative and Senior Clerical Personnel	306	305	-1	24	24	0	7.8%	7.9%	0.0%	4.9%	5.0%	0.1%	15	15	0	9	9
09: Skilled Crafts and Trades Workers	429	428	-1	50	45	-5	11.7%	10.5%	-1.1%	3.8%	3.7%	-0.1%	16	16	0	34	29
10: Clerical Personnel	147	151	4	14	17	3	9.5%	11.3%	1.7%	6.1%	6.4%	0.3%	9	10	1	5	7
11: Intermediate Sales and Service Personnel	93	93	0	9	11	2	9.7%	11.8%	2.2%	5.1%	5.1%	0.0%	5	5	0	4	6
12: Semi-Skilled Manual Workers	46	46	0	10	10	0	21.7%	21.7%	0.0%	5.6%	5.4%	-0.2%	3	2	-1	7	8
13: Other Sales and Service Personnel	14	15	1	3	3	0	21.4%	20.0%	-1.4%	26.1%	24.8%	-1.3%	4	4	0	-1	-1
14: Other Manual Workers	143	137	-6	23	20	-3	16.1%	14.6%	-1.5%	8.7%	8.8%	0.1%	12	12	0	11	8
Total	3406	3447	41	224	225	1	6.6%	6.5%	0.0%	3.5%	3.4%	-0.1%	119	119	0	105	106

EEOG	Canadian Nuclear Laboratories						Members of Visible Minorities										
	Total Workforce			Internal Workforce						Labour Pool						Gap	
	2014 #	2015 #	Change #	2014 #	2015 #	Change #	2014 %	2015 %	Change %	2014 %	2015 %	Change %	2014 #	2015 #	Change #	2014 #	2015 #
01: Senior Managers	25	12	-13	0	1	1	0.0%	8.3%	8.3%	10.1%	10.1%	0.0%	3	1	-2	-3	0
02: Middle and Other Managers	214	208	-6	22	21	-1	10.3%	10.1%	-0.2%	15.0%	15.0%	0.0%	32	31	-1	-10	-10
03: Professionals	888	933	45	181	194	13	20.4%	20.8%	0.4%	25.8%	25.4%	-0.4%	229	237	8	-48	-43
04: Semi-Professionals and Technicians	944	956	12	59	58	-1	6.3%	6.1%	-0.2%	22.0%	22.1%	0.1%	208	211	3	-149	-153
05: Supervisors	55	61	6	3	5	2	5.5%	8.2%	2.7%	3.0%	3.0%	0.0%	2	1	-1	-1	4
06: Supervisors: Crafts and Trades	102	102	0	5	6	1	4.9%	5.9%	1.0%	15.3%	15.0%	-0.3%	16	15	-1	-11	-9
07: Administrative and Senior Clerical Personnel	306	305	-1	16	11	-5	5.2%	3.6%	-1.6%	2.0%	1.6%	-0.4%	6	5	-1	10	6
09: Skilled Crafts and Trades Workers	429	428	-1	7	8	1	1.6%	1.9%	0.2%	13.5%	13.6%	0.1%	58	58	0	-51	-50
10: Clerical Personnel	147	151	4	3	2	-1	2.0%	1.3%	-0.7%	2.3%	1.7%	-0.6%	3	3	0	0	-1
11: Intermediate Sales and Service Personnel	93	93	0	2	2	0	2.2%	2.2%	0.0%	2.3%	2.3%	0.0%	2	2	0	0	0
12: Semi-Skilled Manual Workers	46	46	0	0	0	0	0.0%	0.0%	0.0%	1.9%	1.9%	0.0%	1	1	0	-1	-1
13: Other Sales and Service Personnel	14	15	1	1	1	0	7.1%	6.7%	-0.5%	4.0%	3.9%	-0.1%	1	1	0	0	0
14: Other Manual Workers	143	137	-6	3	3	0	2.1%	2.2%	0.1%	2.5%	2.5%	0.0%	4	3	-1	-1	0
Total	3406	3447	41	302	312	10	8.9%	9.1%	0.2%	16.5%	16.5%	0.0%	565	569	4	-263	-257

EEOG	Canadian Nuclear Laboratories						Persons with Disabilities										
	Total Workforce			Internal Workforce						Labour Pool						Gap	
	2014 #	2015 #	Change #	2014 #	2015 #	Change #	2014 %	2015 %	Change %	2014 %	2015 %	Change %	2014 #	2015 #	Change #	2014 #	2015 #
01/02: Managers	239	220	-19	5	5	0	2.1%	2.3%	0.2%	4.3%	4.3%	0.0%	10	9	-1	-5	-4
03: Professionals	888	933	45	12	13	1	1.4%	1.4%	0.0%	3.8%	3.8%	0.0%	34	35	1	-22	-22
04: Semi-Professionals and Technicians	944	956	12	34	35	1	3.6%	3.7%	0.1%	4.6%	4.6%	0.0%	43	44	1	-9	-9
05: Supervisors	55	61	6	0	0	0	0.0%	0.0%	0.0%	13.9%	13.9%	0.0%	8	8	0	-8	-8
06: Supervisors: Crafts and Trades	102	102	0	3	3	0	2.9%	2.9%	0.0%	7.8%	7.8%	0.0%	8	8	0	-5	-5
07: Administrative and Senior Clerical Personnel	306	305	-1	6	9	3	2.0%	3.0%	1.0%	3.4%	3.4%	0.0%	10	10	0	-4	-1
09: Skilled Crafts and Trades Workers	429	428	-1	11	10	-1	2.6%	2.3%	-0.2%	3.8%	3.8%	0.0%	16	16	0	-5	-6
10: Clerical Personnel	147	151	4	3	5	2	2.0%	3.3%	1.3%	7.0%	7.0%	0.0%	10	11	1	-7	-6
11: Intermediate Sales and Service Personnel	93	93	0	3	2	-1	3.2%	2.2%	-1.1%	5.6%	5.6%	0.0%	5	5	0	-2	-3
12: Semi-Skilled Manual Workers	46	46	0	3	3	0	6.5%	6.5%	0.0%	4.8%	4.8%	0.0%	2	2	0	1	1
13: Other Sales and Service Personnel	14	15	1	0	0	0	0.0%	0.0%	0.0%	6.3%	6.3%	0.0%	1	1	0	-1	-1
14: Other Manual Workers	143	137	-6	7	7	0	4.9%	5.1%	0.2%	5.3%	5.3%	0.0%	8	7	-1	-1	0
Total	3406	3447	41	87	92	5	2.6%	2.7%	0.1%	4.6%	4.6%	0.0%	155	156	1	-68	-64