

To address this situation, the Department has distributed the definitions of designated groups to staffing officers and has made the completion of the self-identification form a mandatory exercise at the appointment phase for non-rotational employees. The same requirement will soon be in place for all rotational appointments. In addition, a comprehensive survey will be conducted. A return rate of 80% is targeted. Although all employees must complete the self-identification form, self-identification as a designated group member is a voluntary choice.

Finally, the peculiar demands of staffing and assigning employees in a rotational Foreign Service sometimes limits the Department's ability to recruit persons with disabilities, although some remarkable precedents have been set already.

COMPLEXITY: The scope and the scale of the strategy means that all personnel systems in place will in some way be involved in the review of the problems and remedial actions. A number of sectors are already involved in employment equity initiatives.

7. SITUATIONAL REPORT

7.1 STRUCTURE, POLICIES AND PROCESSES

As a result of our recent corporate review exercise, employment equity was determined to be a high priority. The Employment Equity unit has been integrated into a new Employment Equity, Staffing and Classification Division. This will strengthen the influence of employment equity in matters of recruitment and promotion.

"Included in the June 1990 Corporate Review Final Report is a commitment from the Department to reach within five years a representation rate of women in the Management Category that is comparable to the Public Service representation rate and to double the representation rates of the other target groups.

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