

## SECTION B - DEMOGRAPHIC PROFILE

At March 31, 2003, there were 8,720 employees working for DFAIT, of whom 3,972 were Canada-based (46%) and 4,748 were locally engaged (54%). The total work force of the Department has remained virtually stable since March 31, 2002, when the figure was 8,810 employees (See Table 1 below).

DFAIT work force	Male			Female			Total		
	Indet.	Term	Total	Indet.	Term	Total	Indet.	Term	Total
CBS - Rotational	1200	1	1201	750	1	751	1950	2	1952
CBS - Non-rotational	597	237	834	849	337	1186	1446	574	2020
<b>Total CBS - March 31, 2003</b>	<b>1797</b>	<b>238</b>	<b>2035</b>	<b>1599</b>	<b>338</b>	<b>1937</b>	<b>3396</b>	<b>576</b>	<b>3972</b>
<b>Total CBS - March 31, 2002</b>	<b>1752</b>	<b>264</b>	<b>2016</b>	<b>1511</b>	<b>422</b>	<b>1933</b>	<b>3263</b>	<b>686</b>	<b>3949</b>
<b>Change, CBS, 2002-2003</b>	<b>2.6%</b>	<b>(9.8%)</b>	<b>0.9%</b>	<b>5.8%</b>	<b>(19.9%)</b>	<b>0.2%</b>	<b>4.1%</b>	<b>(16.0%)</b>	<b>0.6%</b>
<b>Total LES - March 31, 2003</b>	<b>1818</b>	<b>58</b>	<b>1876</b>	<b>2743</b>	<b>129</b>	<b>2872</b>	<b>4561</b>	<b>187</b>	<b>4748</b>
<b>Total LES - March 31, 2002</b>	<b>1866</b>	<b>60</b>	<b>1926</b>	<b>2775</b>	<b>160</b>	<b>2935</b>	<b>4641</b>	<b>220</b>	<b>4861</b>
<b>Change, LES, 2002-2003</b>	<b>(2.6%)</b>	<b>(3.3%)</b>	<b>(2.6%)</b>	<b>(1.2%)</b>	<b>(19.4%)</b>	<b>(2.1%)</b>	<b>(1.7%)</b>	<b>(15.0%)</b>	<b>(2.3%)</b>
<b>Total strength -March 31, 2003</b>	<b>3615</b>	<b>296</b>	<b>3911</b>	<b>4342</b>	<b>467</b>	<b>4809</b>	<b>7957</b>	<b>763</b>	<b>8720</b>
<b>Total strength - March 31, 2002</b>	<b>3618</b>	<b>324</b>	<b>3942</b>	<b>4286</b>	<b>582</b>	<b>4868</b>	<b>7904</b>	<b>906</b>	<b>8810</b>
<b>Change, total strength, 2002-2003</b>	<b>(0.1%)</b>	<b>(8.6%)</b>	<b>(0.8%)</b>	<b>1.3%</b>	<b>(19.8%)</b>	<b>(1.2%)</b>	<b>0.7%</b>	<b>(15.8%)</b>	<b>(1.0%)</b>

To summarize:

DFAIT's total strength has remained stable in the last year. *There was a slight reduction in the total – 1% or 90 employees – between March 31, 2002 and March 31, 2003.*

There was a 2.3% drop – 113 employees – in the number of LES at March 31, 2003, compared with a year earlier. This drop is apparently due to corrections made to the database before March 31, 2003.

From March 31, 2002 to March 31, 2003, the number of indeterminate CBS increased by 4%, or 133 employees (97 non-rotational and 36 rotational). Over the same period, the number of term employees dropped by 110, or 16%. This change is apparently due in part to the fact that some term employees were made indeterminate, as some managers acted in anticipation of the Treasury Board Secretariat's policy on term employees, which came into effect on April 1, 2003.<sup>1</sup>

The number of indeterminate LES dropped by 1.7% (80 employees) and the number of term LES dropped sharply, by 15% (33 employees).

<sup>1</sup> The coming into effect of the new policy on term employees should confirm or accentuate this trend. This should be verified for all the occupational groups.