

**PERFORMANCE INDICATORS**

<b>Risk related to representation (indeterminate and term)*</b>	<b>DFAIT</b>	<b>PS</b>
(1) Proportion of women	48.0%	52.5%
(2) Proportion of men	52.0%	47.5%
(3) Proportion of Aboriginal persons	2.2%	3.8%
(4) Proportion of persons with a disability	4.3%	5.3%
(5) Proportion of members of visible minorities	7.3%	6.8%
(6) Proportion of persons whose first official language is English	66.0%	68.7%
(7) Proportion of persons whose first official language is French	34.0%	31.3%
<b>Risk related to retention</b>		
(1) Proportion of indeterminate employees over age 50	37.8%	28.9%
(2) Proportion of work force eligible for retirement at March 31, 2003	11.2%	nd
(3) Proportion of work force eligible for retirement at March 31, 2008 (5 years)	27.9%	nd
(4) Proportion of work force eligible for retirement at March 31, 2013 (10 years)	43.3%	nd
<b>Risk related to mobility (indeterminate and term)</b>		
(1) Proportion of separations in 2002-2003	6.6%	
(2) New employees as a proportion of work force (hires)	10.3%	
(3) Secondments net (arrivals - departures)	+ 166	
(4) Proportion of acting appointments	16.4%	
(5) Proportion of promotions	6.4%	
<b>Risk related to learning (indeterminate and term)</b>		
(1) Average number of days of training per rotational employee	11.66	
(2) Average number of days of training per non-rotational employee	2.72	
(3) Average number of days of training per member of locally engaged staff (LES)	1.25	
<b>Risk related to labour (indeterminate and term)</b>		
(1) Average sick leave per employee	1.2	
(2) Total number of harassment complaints	9	
(3) Total number of classification grievances	7	
(4) Total number of staff relation grievances	43	

\* Data included the results of the Demographic Census done at DFAIT in March 2003.