

PARTICIPATION

Within the context of the restrictions that prevailed throughout the year, the Department did endeavour to maintain Francophone representation at a satisfactory level, all the while making special efforts in groups where Francophones are under-represented.

1. Representation based on employment category

On July 31, 1980, the Department had 2948 employees, of whom 69.6% (2053) were Anglophones and 30% (896) Francophones. In absolute figures there had been a decrease, since July 31, 1979, of 40 Francophones and 58 Anglophones. Over the last year, the proportion of Francophones has therefore diminished by .3%. This reduction is especially due to a 2.4% decrease of non-rotational Francophones in the Administrative Support category.

With regard to the distribution of Francophones in the various employment categories (see Table 1), we note that among senior officials (SX, FS-4 and FS-5), the number of Francophones rose from 20 to 22. This was an increase of 2% over the previous year, for a total proportion of 29%. The proportion of Francophones in the Administrative and Foreign Service category remains at 26% among rotational personnel and reaches 27% among non-rotational personnel. The Department is still having difficulty increasing the number of Francophones in the Scientific and Professional category. Progress will be slow in this area as long as the turnover rate in this category remains low and recruitment activities minimal. The situation is the same in the Technical category (EL) among rotational personnel (see Goal 8.1, p. 27), where the absence of recruitment on a national scale has not made possible the progress desired. We must, however, note a Francophone increase of 2.5% in this category during the last year. The proportion of Francophones remains high in the Administrative Support and Operational categories, among both rotationals and non-rotationals.

2. Salary inequality

According to the Annual Report 1979-1980, the average salary earned by Francophones was less than that earned by Anglophones. A detailed study of underlying factors reveals that the principal cause of this variation is the over-representation of Francophone employees in the Administrative Support category. More precisely, a proportion of 49% and 48% Francophone in ST and CR groups, respectively, among