

*Development Initiative for Employees Belonging to the Designated Groups.*¹⁵ The Department should also capitalize on retirements over the next few years and increase the number of hires among employment equity-designated groups, particularly members of visible minorities and Aboriginal persons. Various Public Service Commission (PSC) programs, such as Employment Equity Programs, the Departmental Employment Equity Program, the PSC's Employment Equity Ad Hoc Program, and the Employment Equity Program for Executives (EX) can help achieve the desired results.¹⁶

Official languages

The purpose of the *Official Languages Act* is to ensure respect for English and French as the official languages of Canada and to ensure that they are used equally in communications with the public and delivery of services.¹⁷ Francophones and Anglophones are generally well represented in most groups within the Department, except for CO, ES, and EX groups. Furthermore, bilingualism is a condition of employment in several occupational groups, particularly for rotational employees. The Department is faring reasonably well in that regard, since half of all employees have the maximum level required, i.e., CCC/CCC. The Department must maintain high standards where official languages are concerned given the service it provides to the public and to Canadians around the world.

Highlights

- Representation of Francophones within DFAIT is higher (34.6%) in comparison with the Public Service and the Canadian population.
- Anglophone employees are predominant in all occupational groups except PE (56 Francophone employees or 70.9%).
- Anglophone employees are more predominant in the following groups:
ES (149 employees or 81.4%), CO (208 employees or 77%),
EX (243 employees or 74.1%), FS (710 employees or 71.6%), and
CS (253 employees or 70.7%).
- With regard to levels obtained on language tests, 797 employees (18.2%) have a minimum of BBB; 151 (3.5%), a minimum of CBC; and 2,174 (49.7%), a minimum of CCC. Language test results are valid for five years. Consequently, the above results may no longer be valid in certain cases.

¹⁵ Leadership Development Initiative for employees belonging to the designated groups (<http://intranet.dfait-maeci.gc.ca/panorama/2006/11/1115-HSD-Leadership-en.asp>)

¹⁶ Developing a Staffing Strategy (http://www.psc-cfp.gc.ca/staf_dot/staf_strat/index_e.htm)

¹⁷ *Official Languages Act* (<http://lois.justice.gc.ca/en/O-3.01/index.html>)