

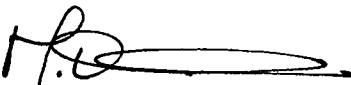
FOREWORD

On behalf of the employees of the Human Resources Strategy, Innovation and Policies Bureau (HSD), I am pleased to present this report on the key demographic variables of the Department's workforce. One of the functions of the Bureau is to provide the Department of Foreign Affairs and International Trade (DFAIT) with employee demographic information to enable planning and decision making in the area of human resources (HR) management.

On February 6, 2006, the new government announced the reunification of the departments of Foreign Affairs and International Trade to ensure a cohesive departmental approach and to better coordinate the delivery of services to Canadians at home and abroad. One of the priorities of the Clerk of the Privy Council for 2005-2006 was to strengthen human resources planning and foster cultural change. Furthermore, since taking over the position, the new Clerk has been urging us to rethink our recruitment, resourcing and training models to ensure workforce renewal in this period of major demographic upheaval. The foregoing initiatives underscore the importance of demographic information and the need to emphasize workforce analysis to better determine current and future organizational needs.

This report gives a picture of DFAIT's workforce as of March 31, 2006. Furthermore, it draws observations and provides insight on possible avenues and measures to be taken in HR management. It is another in a series of tools developed over the past year to assist managers in carrying out their responsibilities, particularly, sectoral demographic analyses, the HR Dashboard and planning templates.

I would like to take this opportunity to extend my appreciation to the individuals who provided their support in the compilation of this report and the review of its findings.

for 
Joanne Baptiste
Director General
Human Resources Strategy, Innovation and Policies