

1. 2. Employment Equity

The public service of Canada is committed to the development of a workforce that represents the Canadian public it serves, where all qualified Canadians feel welcome to work. The following section shows the distribution of employees from the four designated groups: women, Aboriginals, Visible Minorities, persons with a disability. The data, extracted from Peoplesoft reports, is based on employee self-identification. Therefore, actual figures may be higher.

Overall 46 % of DFAIT employees are women. 78.6% of Administrative Support employees and 53.8 % of the Scientific and Professional employees are women, while women comprise 15.5% of the EX category and 11.8% of the Operational category.

Although the Department has tended to lag behind public service averages, progress is being made on the recruitment side (see page 18).

CATEGORY	% Women	% Aboriginals	% Visible Minorities	% Persons with a disability
<i>Administration and foreign service</i> AS, CO, CS, FI, FS, IS, OM, PE, PG, PM	39.4 %	2.4%	6%	2.7%
<i>Administrative support</i> CR, DACON, DAPRO, STOCE, STSCY	78.6%	2.6%	6.2%	7.1%
<i>Executive</i> EX	15.5%	0.6%	1.4%	2.0%
<i>Operational</i> GLMAM, GSMES, GSSTS, PRCOM	11.8%	0	0	5.9%
<i>Scientific and professional</i> AR, EDED, ENEN, ES, HR, LS	53.8%	1.1%	9.9%	0
<i>Technical</i> DD, EG, EL, GT, SI	21%	0.5%	3%	5.6%
TOTAL	46.3%	2.1%	5.5%	3.9%

There are approximately twice the number of men to women in the CS and FI categories and almost three times as many male as female FS officers. At least twice as many IS, PE, CR, EDEDS, and LS are women.