

EXECUTIVE SUMMARY

In March 2002, DFAIT asked Price Waterhouse Coopers Consulting to conduct a study of the Department's organizational health. In light of its findings, a decision was made to update this study to ensure responsive, periodic assessment of the Department's human resource strategies. The demographic data and analysis results in this report reflect the situation as of March 31, 2003. Projections are based on the composition of the current work force.

Department demographics

The Department's total strength has remained virtually stable in the past year. The following are the data at March 31, 2003.

Total work force:	8,720
Canada-based staff (CBS):	3,972 (46%)
Locally engaged staff (LES):	4,748 (54%)
Rotational employees (% CBS):	1,952 (49%)
Non-rotational employees (% CBS):	2,020 (51%)
Male employees (CBS):	2,035 (52%)
Female employees (CBS):	1,937 (48%)

Indeterminate Canada-based staff make up 85% of the work force, up 4% in the last year. Term employees with contracts for three months or more account for 15% of the total, down 16% from March 31, 2002. This drop is due in part to the fact that some term employees were given indeterminate appointments.

Representation of employment equity designated groups

The data on the Employment Equity used in this report included the results of the demographic census done at DFAIT in Mars 2003 and published in June 2003. The analysis shows that the Department has made substantial progress with respect to representation of the designated groups. Internal representation of the four designated groups was essentially equal to or slightly higher than External Labour Market Availability (ELMA).

One of the challenges facing the Department now is to increase representation in certain occupational categories and at certain levels. For example, a comparison of the ELMA of designated groups at the EX level with their internal representation within DFAIT reveals that these groups are under-represented:

- Women: ELMA – 32.1%, internal representation – 21.1%, or under-representation of 36 employees in the EX category.
- Aboriginals: ELMA – 2.0%, internal representation – 0.6%, or under-representation of five Aboriginal employees in the EX category.
- Persons with disabilities: ELMA – 3.9%, internal representation – 2.4%, or under-representation of six employees in the EX group.
- Members of visible minorities: ELMA – 5.3%, internal representation – 1.8%, or under-representation of 11 employees in the EX category.