

2. The non-rotational segment, numbering approximately 1,150 employees who serve, with some exceptions, in Canada and to whom the regular staffing process applies.

3. The Passport Bureau totalling approximately 400 employees based in Ottawa and in regional offices in Canada. Given that the Passport Bureau as recently acquired the status of Special Operating Agency, it will be responsible for implementing and monitoring its own employment equity strategy and will be expected to report separately on its plans and results.

7.3 RECRUITMENT

7.3.1 Rotational Staff/Foreign Service Officer Group

This is the largest single group in the Department, where most of the hiring is taking place and which is most visible in representing Canada abroad. Recruitment decisions are made within the Personnel Operations Bureau.

To date considerable progress has been achieved in this area. Prior to 1978, women recruits averaged about 5 percent of Foreign Service officer recruitment. Since then the percentage intake of women has averaged 30 percent, and been as high as 40 percent.

In addition, as a result of an extensive recruitment campaign, visible minorities accounted for approximately 13.2% of candidates interviewed in the 1990/1991 Foreign Service recruitment campaign.

Problems identified:

- Low recruitment rates of aboriginal people, disabled persons and visible minorities (see appendix 3 for representation rates as presented by the Canadian Human Rights Commission).

- Large scale recruitment activities have not attracted the large numbers of target group members, especially aboriginal people, that was expected. It is felt that the Foreign Service exam may tend to discourage certain target groups from participating in the selection process.