

**Table 3**  
**Representation of the designated groups by occupational category, June 2003**

Occupational Category	Women		Aboriginal People		Persons with Disabilities		Visible Minorities	
	ELMA	DFAIT	ELMA	DFAIT	ELMA	DFAIT	DFAIT	DFAIT
Executive Group	32.1%	21.1%	2.0%	0.6%	3.9%	2.4%	5.3%	1.8%
Scientific and Professional	53.2%	52.7%	3.0%	1.5%	3.9%	2.3%	7.4%	12.2%
Administrative and Foreign Service	45.8%	47.7%	1.5%	2.3%	3.5%	3.7%	6.5%	7.8%
Technical	27.2%	30.9%	1.0%	1.5%	4.3%	4.5%	11.8%	4.5%
Administrative Support	77.7%	72.4%	1.3%	3.4%	5.0%	7.8%	6.0%	8.1%
Operational	19.8%	0.0%	1.9%	0.0%	8.9%	8.3%	2.0%	0.0%
	48.3%	48.0%	1.5%	2.2%	3.8%	4.3%	6.7%	7.3%

Source: *Employment Equity Work Force Analysis*, Department of Foreign Affairs and International Trade, July 2003 (Report prepared by Delta Partners, table reconstituted.)

#### **Women**

Women are under-represented in two occupational categories: Executive and Administrative Support. The Executive category is 36 people short of the required representation rate, while the AS category is 30 people short.

#### **Aboriginal people**

Aboriginal people are under-represented in the Executive and the Scientific and Professional occupational categories. The Executive category is five people short of the required representation rate, and the Scientific and Professional group is two people short.

#### **Persons with disabilities**

Persons with disabilities are under-represented in the Executive and Scientific and Professional categories. The Executive Category is five people short, and the Scientific and Professional category is two people short.

#### **Visible minorities**

Visible minorities are under-represented in the Executive and Technical groups. The Executive category is 11 people short of the required representation rate and the Technical category is 19 people short.

Within the occupational groups, these four designated groups are under-represented in the EX group. In addition, women, aboriginal people and persons with disabilities are under-represented in the FS and ES groups, while the visible minorities are under-represented in the CS and EL groups, as illustrated in Table 4.