

SECTION C - EMPLOYMENT EQUITY

Representation of employment equity designated groups

DFAIT has, through its efforts on improving employment equity practices in its employment systems and policies, significantly increased the four designated groups' representation. DFAIT internal representation of the four designated groups was essentially equal to or slightly higher than ELMA, as is illustrated in Table 2. Employment equity data in this section included the results of the demographic census done at DFAIT in March 2003 and published in June 2003.

Table 2 Designated group representation and required representation, June 2003				
Designated Group	Designated Group Representation		Required Representation	
	Number	%	Number	% ELMA*
Women	1,805	48.0%	1,817	48.3%
Aboriginal People	83	2.2%	57	1.5%
Persons with Disabilities	160	4.3%	144	3.8%
Visible Minorities	273	7.3%	252	6.7%

* ELMA: External Labour Market Availability

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

Overall, the internal representation of employment equity designated groups is essentially the same or slightly higher than the ELMA. However, there is inadequate representation in some professional categories, as is illustrated in Table 3.