

ANALYSIS AND HIGHLIGHTS

Demographic profile

This section provides an overview of the Department's workforce. The demographic profile analysis presented in this section examines the breakdown of staff not only globally, but also within the various occupational groups. It also gives a snapshot of changes in the workforce over time and provides comparisons with the Public Service.

Highlights

- DFAIT's total workforce in 2006 consisted of 4,559 Canada-based staff⁴ (47.6%) and 5,017 locally engaged staff (52.4%).
- Rotational and non-rotational staff accounted for 44.8% and 55.2%, respectively, of the total CBS workforce.
- The CBS workforce can be distributed as follows: 3,457 employees (76%) were working at Headquarters; 1,009 (24%), at missions; and 93 (2%), in the regions.
- Most CBS (77.9%) are located in Canada, whereas locally engaged staff (LES) are located worldwide. However, their numbers are greater (31.5%) in the Asia-Pacific region.
- The AS and FS occupational groups represented the largest groups in DFAIT's workforce as of March 31, 2006, with 1,169 employees (25.6%) in the AS group and 1,007 employees (22.1%) in the FS group.
- The average age of employees in the AS, CR, EL, EX, and SI occupational groups exceeds that of the Department, i.e., 44.2 years.

Implications

Distribution of the workforce should be aligned with the Department's priorities contained in the *Report on Plans and Priorities*⁵ and with the objectives and regions set out in country strategies. In addition, the Department will have to ensure that the proportion of Canada-based staff in missions is adequate to properly represent Canada in the other countries and to maximize our capacity for action internationally.

⁴ This number includes indeterminate, term and casual staff, students, employees on leave without pay and employees seconded outside the Department.

⁵ 2006-2007 Report on Plans and Priorities (http://www.tbs-sct.gc.ca/rpp/0607/fait-aeci/fait-aeci_e.asp)