

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM
PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

Fiscal Year/Année financière

1978-79

Rationale/Explication

The Department recognizes that although conditions at some posts abroad inhibit employees' interest in serving at them, women face special constraints and the Department is experiencing some difficulty in filling certain vacancies.

Objective/Objectif

To identify and set out structural, environmental and social problems inhibiting employees' interest in serving abroad in order that disincentives may be removed.

Action Plans (Activities)/Plans d'action (activités)

The Assignment Sections will:

- interview employees regarding posting preferences for mid-1978;
- collaborate with Staff Relations and Compensation Division who will be participating in an inter-departmental working group to revise the Foreign Service Directives in anticipation of National Joint Council Negotiations in 1978.

The EOW Committee will:

- circulate copies of the 1978-79 objectives throughout the Department;
- invite employees at Headquarters to informal meetings to consider issues of common interest.

All employees could be affected

Evaluation Criteria/Critères d'évaluation

- Conclusions drawn after analysis of employee interviews;
- number of perceived disincentives removed or Foreign Service Directives altered;
- degree of success in filling vacancies overseas, especially at difficult posts;
- size of response to initiatives;
- number of new ideas generated.

Evaluation/Évaluation