

Of those employees occupying positions within this category in the department, 87.8% are concentrated in the EL and SI groups.

EL: There are 77 men and no women within the department's EL group. The representation of women within this group for the Public Service as a whole is 0.6%.

In 1979, there were 11 appointments in respect of the department's EL group. Of the people appointed, there were no women. In the past, there have been no women applicants for EL positions, though recently there were three women applicants for EL positions (one of whom was found to be qualified and is presently on an eligibility list).

SI: With 16 men and 15 women in the department's SI group, the female representation is 48.4%, which is higher than that of the overall Public Service for this group (43.2%). Since 1978, when the department had 10 men and 9 women in this group, the female representation has increased by 1.1 percentage points compared with a decrease of 3.8 percentage points for the group in the Public Service as a whole. Since 1975, when the department had 6 men and 2 women in the group, the representation of women has increased by 23.4 percentage points, compared with a slight increase of 0.2 percentage points for the SI group in the Public Service as a whole.

All of the group's employees except one (a man) are in the junior levels, so no conclusions can be made with regard to the distribution of women within the group.

In 1979, there were 16 appointments in respect of the department's SI group. Of the people appointed, 8 (50.0%) were women.

Administrative Support Category

The representation of women within the Administrative Support Category is 61.8% for the department, which is significantly lower than that of the overall Public Service for the category (79.7%). This represents a decrease of 1.2 percentage points since 1978 and 1975. Because women are heavily concentrated in the Administrative Support Category, to increase their representation within this category would be undesirable.

Of all employees in the Department of External Affairs, 52.2% occupy positions within the Administrative Support Category. Of the women in the department, 84.7% are in this category, compared with only 32.2% of the men.

CR: The representation of women in the CR group is 50.6%, having decreased by 2.7 percentage points since 1978 and 1.9 percentage points since 1975.

The representation of women among levels 4 and above of the department's CR group is 44.0%. As this proportion is smaller than the 50.6% representation of women in the department's CR group as a whole, it indicates that the women clerks are concentrated in the lower clerical levels. This is due primarily to the fact that senior CR positions are office manager positions located abroad, and women are generally under-represented in rotational positions. The report includes action plans to address this problem.

Of the 20 employees within the department who were promoted from the CR group to the Administrative and Foreign Service Category during 1979, 5 (25.0%) were women. This proportion is lower than the representation of women in the department's upper clerical levels. There were 6 women promoted from the SI group to the Administrative and Foreign Service Category during 1979.