

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

1980-81

Rationale/Explication

The Department has for some years been concerned about the problem of retaining the services of high performers including women.

Objective/Objectif

To retain the services of high performing women, particularly in the FS group.

Action Plans (Activities, Scheduling, Responsibility Centres)
Plans d'action (activités, échéanciers, centres de responsabilité)

- To assign women to areas of key responsibilities thus retaining their interest through job satisfaction and demonstrating their abilities to perform at the next higher level.
- In collaboration with Training & Development Section, to provide management and other training programmes for women FS to better prepare them for positions of greater responsibility.
- To ensure that evaluation and promotion systems provide equitable recognition of meritorious performance by women and permit the utilization of their experience and abilities at the next higher level.

These are year-round activities governed by completions of assignments overseas and dates of return to duty at Headquarters.

Responsibility: Officer Assignment Section

Evaluation Criteria/Critères d'évaluation

- Participation of women on Appraisal Review Committees and Promotion Boards.
- Decrease in number of separations due to job-related dissatisfaction.
- Increase in total number of women FS qualified for promotion in the Department.

Evaluation/Evaluation

One woman acted as secretary to one of the Appraisal Review Committees. None could be secured for Promotion Boards this year since those who were approached were occupying key operational positions and could not leave their jobs for the length of time required.

One FS-2 separation due to husband, who is a foreign national, having employment outside of Canada.

One FS-1 separation due to officer's decision to enter law school. One FS-2 retired.

The evaluation on page 56 is also relevant.