

FORM - FORMULE I

Fiscal Year/Année financière

1978-79

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

**Rationale/Explication**

The Department has for some years been concerned about recruitment techniques for candidates for the FS Group and the problem of retaining the services of high performers including women.

**Objective/Objectif**

To study relationship between performance in the recruitment process and performance on the job to provide a better-defined basis for reviewing and revising screening tools.

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

The Officer Assignment Section will:

- follow-up on recruitment by tracing performance of officers on the job;
- adjust recruiting programme if so indicated.

All candidates for FS (Development) positions would be affected.

**Evaluation Criteria/Critères d'évaluation**

N.B. Duration 3-4 years.

In the meantime, the Human Resources Planning Section will:

- update comparisons of participation rates for women in relation to other countries with similar societies.

**Evaluation/Évaluation**

- Evaluation of on job performance has continued to be perfected through ongoing improvements to appraisal report and monitoring system;
- Promotion system has continued to evolve to ensure equitable recognition of superior performance and utilization of experience at next higher level.
- The comparisons of participation rates for women has been made and submitted to the USSEA. In most instances, it was found that Canada has a higher participation rate of women in the Foreign Service.