

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

Fiscal Year/Année financière

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

1977-78

Rationale/Explication

Objective/Objectif

To strengthen efforts to ensure that career opportunities are equally available to women and to men.

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

- i) compile, analyze and monitor statistics on competitions and recruitment activity, including numbers of applicants by sex and numbers of appointments by sex;
- ii) study past use of Administrative Support Category as a feeder group;
- iii) compare promotion rates for men and women in the FS Group;
- iv) study and compare career progression rates in the Administrative Support Category;
- v) study feasibility of improving utilization of resources in the rotational administrative support stream;
- vi) introduce a programme to train and develop employees in the Administrative Support Category in order that they may be in a better position to compete for specialist officer positions (PE, PM, FI, AS, etc.);
- vii) concentrate on staffing in the AS Group with a view to increasing the participation by women who are qualified, interested, and available.

Evaluation Criteria/Critères d'évaluation

- i) comparison of new statistics with situation review as at September 1976;
- ii) increase of women in the AS Group;
- iii) number and sex of trainees in place as a result of the specialist officer development programme;
- iv) identify trends as a result of planned action related to ii, iii, iv under Action Plans.

Evaluation/Evaluation

- i) done;
- ii) despite a considerable amount of movement into and out of the group (see pages 63 and 64) the number of women remained the same. There are two AS positions yet to be filled through the Specialist Officer Development Programme. Three more competitions have been won by women since the statistics were prepared;
- iii) competition delayed pending resolution of appeals affecting area of selection. Qualifying exam written October 15 in HQ and at some 50 posts abroad. Interviews ongoing.
- iv) past use of Administrative Support Category as feeder group has been good and is continuing (see pages 70-72). Promotion rates for men and women in the FS Group compare favourably, although only those entering at the Development level were included in the study. Career progression rates among the Admin Support Staff groups are comparable in that it takes the same amount of time for CMs, CRs and ST-SCYs to progress from the entry level to the most senior levels. These trends are continuing;
- v) the Educational Leave Programme is now directed toward assisting employees in becoming better equipped to compete for officer level positions. (As human resources inventories are developed the process of identifying both "high-flyers" and gaps in training and/or experience will be facilitated.)