

INTRODUCTION

The responsibility of the Department of External Affairs for the conduct of Canadian foreign policy involves not only the development of that policy but also its implementation in Canada and abroad. The Department is comprised of an Ottawa-based non-rotational staff (including staff at seven Regional Passport Offices) and a rotational group of employees assigned for varying periods of duty to positions in Ottawa and abroad.

The non-rotational staff numbers approximately 1,000. The rotational staff numbers approximately 2,100, of whom about 1,400 are dispersed among the more than 120 Canadian Government offices abroad at any given time.

IMPLEMENTATION OF THE EOW POLICY

The Responsible Officer for the implementation of the policy is the Director General of Personnel who reports to a Deputy Under-Secretary of State for External Affairs. Accountability to the Secretary of State for External Affairs and to the Treasury Board Secretariat for the performance of the Department with respect to the Equal Opportunities for Women Policy rests with the Under-Secretary of State for External Affairs.

The EOW Committee is chaired by the Director of Personnel Operations Division, and Sub-committees are formed as required.

The EOW Co-ordinator is situated in the Human Resources Planning Section of the Personnel Operations Division. Reporting relationships are flexible and she chooses her own depending upon the type of concern, e.g. it is acceptable for her to go directly to the Responsible Officer if she deems she should; informing the Director, Head of Section or any desk officer that she has done so is at her option.

Managers in Personnel Operations Division bear a heavier responsibility for EOW in the Department of External Affairs than most other Departments owing to the almost 2:1 ratio of rotational to non-rotational employees, and the resultant need for central control of this continuous mobility and its effects on the system. That is to say that most of the recruitment is to the foreign