C - EVALUATIONS

FORM - FORMULE

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1978-79

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

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

Purpose/Description

The Department recognizes that although conditions at some posts abroad inhibit employees' interest in serving at them, women face special constraints and the Department is experiencing some difficulty in filling certain vacancies.

Objective/Objectif

To identify and set out structural, environmental and social problems inhibiting employees' interest in serving abroad in order that disincentives may be removed.

Action Plan (Activities/Plans d'action détaillés)

The Assignment Sections will:

- interview employees regarding posting preferences for mid-1978;
- collaborate with Staff Relations and Compensation Division who will be participating in an inter-departmental working group to revise the Foreign Service Directives in anticipation of National Joint Council Negotiations in 1978.

The EOW Committee will:

- circulate copies of the 1978-79 objectives throughout the Department;
- invite employees at Headquarters to informal meetings to consider issues of common interest.

All employees could be affected.

Evaluation Criteria (Critères d'évaluation)

- Conclusions drawn after analysis of employee interviews;
- number of perceived disincentives removed or Foreign Service Directives altered;
- degree of success in filling vacancies overseas, especially at difficult posts;
- size of response to initiatives;
- number of new ideas generated.

Evaluation Evidence

- Employee interviews have facilitated identification of job responsibilities at posts abroad optimizing employees' experience, developing further skills and responding to career aspirations.
- Participation in inter-departmental discussions to review Foreign Service Directives has resulted directly in improving compensation for serving at difficult posts. (Both the SCY and CX reports disclosed that reluctance to accept certain postings was totally based on monetary considerations or a natural hesitation to reside in a country where social or religious customs inhibited the lifestyle of women. The length of postings in several countries where the lifestyle is markedly slanted against women has been reduced to 11 months for SCYs.)
- Concerted effort to increase postings of working couples, often to difficult posts, thus alleviating housing shortages.

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