



EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

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

1980-81

Rationale/Explication

The number of employee couples in which one or both partners are members of the rotational group is increasing. This poses a challenge to the Department in terms of retaining the services of, and minimizing career disruption for, experienced employees, most of whom are women, who accompany a rotational employee on an assignment abroad while meeting the requirements of Posts.

Objective/Objectif

To continue to employ, whenever possible, or, if not, to facilitate re-employment in the Public Service of employees who accompany a rotational employee on an assignment abroad.

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

- When both employees in a couple are rotational, to assign them to a Post where jobs are available for both employees, whenever possible.
- When one member of the couple cannot be employed at the Post, to make provisions for re-employment in the Public Service either through leave of absence for the entire period of the partner's assignment, or equivalent provisions. The Treasury Board has this question under review.

These are year-round activities.

Responsibility: Support Staff Assignment Section
Officer Assignment Section
Personnel Policy & Planning Section

Evaluation Criteria/Critères d'évaluation

- (a) Proportion of rotational employee couples receiving dual-job assignments.
- (b) Incidence of leave of absence requests in this connection.
- Publication of improved leave of absence or equivalent provisions for employees accompanying a rotational employee on assignment abroad.

Evaluation/Evaluation

Seven assignments of dual career couples were arranged during the fiscal year, with the result that 21 of the 52 employee couples are on post. At least eight more such assignments are planned in 1981. In the Administrative Support Category the Department has hired two SCY's who are spouses of rotational employees and expects to hire five CR's who are also married to rotational employees. A general circular on leave without pay provisions was published at the end of March 1980.