

*Appointment
of women
led to questions
of protocol*

reflected in more than 20 monographs published by the Foreign Policy Association of New York, where she had worked for six years before joining the Department in 1942. Soon she had become the drafting officer for Middle Eastern affairs in the Department and her desk could probably have been termed the Middle Eastern Division of the day. She served as an adviser on a number of Canadian delegations to United Nations conferences, including the San Francisco Conference in 1945, several special sessions on Palestine in 1947 and the General Assembly session of the same year.

The etiquette of diplomacy may seem old-fashioned to those outside the foreign service, but it has a place all its own. Its rules and regulations are familiar to foreign offices and the diplomatic community in national capitals throughout the world. One feature of the etiquette is the precedence to be accorded to diplomats; another is how they should be addressed. There was some difference of opinion in the Department on how Miss MacCallum should be addressed in Beirut, whether as "Madame le Chargé d'affaires" or as "Madame la Chargée d'affaires". The majority seemed to believe "Madame la Chargée" the more acceptable form. On her arrival in Beirut, however, she was told by the Papal Nuncio that the matter had been discussed in the diplomatic corps two weeks earlier and an almost unanimous decision taken that the form "Madame le Chargé" should be used. This was accepted by the Department, though it led to some confusion in the mind of at least one diplomat, who, in writing to welcome Miss MacCallum to Lebanon, began his letter "Monsieur le Chargé et cher colleague".

The first female Canadian head of post was Margaret Meagher, who was appointed Ambassador to Israel in October 1958. A year earlier she had come to Tel Aviv as Counsellor and Chargé d'affaires a.i. As Canada's diplomatic service expanded, dual accreditation was adopted as a means of extending diplomatic recognition to a second country where it was not possible — usually for administrative reasons — to establish a resident mission. Essential business could thus be carried on from another capital. In 1961, while she was Ambassador to Israel, Miss Meagher was appointed, concurrently, Canadian High Commissioner to Cyprus.

Since the wearing of two hats caused Miss Meagher no difficulty, during her term as Ambassador to Austria (which began in 1962) she also served as Governor for Canada on the Board of Governors of the International Atomic Energy Agency,

which had its headquarters in Vienna. In 1964, Miss Meagher was appointed Chairman of the Board. She was High Commissioner to Kenya and Uganda concurrently for over two years and took up residence in Stockholm as Canadian Ambassador to Sweden in 1969. While serving in Sweden she headed the Canadian team that entered into the negotiations with the People's Republic of China that led eventually to mutual recognition and the establishment of diplomatic relations. When she finally returned to Canada, she moved to the city of her birth, Halifax, as the Department's first female Foreign Service Visitor at Dalhousie University for the academic year 1973-74.

Miss Meagher did not find special problems in being a woman in what was largely a man's world, though her first posting, late in 1945, to Mexico as a Third Secretary (local rank) was made before the Department had established any scale of allowances for women officers. She suggests that she may have been fortunate in the choice of the countries to which she was sent as head of mission, but she was never conscious of any difficulty because of her sex. Not only the governments to which she was accredited but the local diplomatic corps, representing a variety of cultures and backgrounds, were willing to accept the judgment of her home government in her selection. She was the first woman to be a head of post in Israel, Austria and Kenya and the second female Ambassador in Stockholm. Whether, at the senior level abroad, it continues to be a man's world may depend, she suggests, on changes in society, so that a married woman with a husband and children as dependents can accept such an appointment without any problems.

Before her recent appointment as Chairman of the Tariff Board in Ottawa, Pamela McDougall had, since January 1974, been Director General of the Bureau of Economic and Scientific Affairs. The bureau level of management had been created in the early Seventies to occupy a position intermediate between the Assistant Under-Secretary level and the divisional level. Miss McDougall joined the Department of External Affairs in 1949 as a Clerk 3, and became an officer two years later. She served in a variety of divisions and at several posts before being appointed Canadian Ambassador to Poland in 1968 — the first woman to hold this post. On her return to Ottawa three years later, she was seconded to the Privy Council, first as Assistant Secretary to the Cabinet for External Policy and Defence and then