

Of those employees occupying positions within this category in the department, 71.5% are concentrated in the FS group.

FS: With 678 men and 58 women in the department's FS group, the female representation is 7.9%,<sup>7</sup> which is slightly higher than that of the overall Public Service for this group (7.5%). Since 1978, when the department had 714 men and 59 women in this group, the female representation has increased by 0.3 percentage points compared with 0.3 percentage points for the group in the Public Service as a whole. Since 1975, when the department had 706 men and 65 women in the group, the representation of women has decreased by 0.5 percentage points compared with an increase of 0.5 percentage points for the FS group in the Public Service as a whole.

Of the 1,232 people in the FS group across the Public Service, 59.7% are employed by this department. The department is therefore the principle user of this type of employee.

The representation of women within the intermediate and senior levels of this group is disproportionately low at 2.5% (162 men and 4 women) and zero (73 men and no women) respectively in comparison with the group as a whole. This could indicate that there is a distribution problem within the department's FS group.

In 1979, there were 77 appointments in respect of the department's FS group. Of the people appointed, 7 (9.1%) were women.

In its EOW submission of 1979-80, the department had a number of action plans regarding this group. One plan was to review departmental practices and procedures in respect of the recruitment of foreign service officers. A study of recruitment was completed, leading to the adoption of a number of recommendations including the participation of women on candidate selection boards. Another plan was to increase the number of women in the group by 8% each year, but this plan was not successful during the past year because of the restraint program. The department has since revised its target to 5% per year for the current and future fiscal years. In another action plan, specific emphasis was given to increasing the representation of women in the senior levels of the FS group, but this plan was also not successful for the same reason.

#### Technical Category<sup>8</sup>

The representation of women within the Technical Category is 14.6% for the department, which is higher than that of the overall Public Service for the category (10.0%). This represents an increase of 4.0 percentage points since 1978 and 10.1 percentage points since 1975. In comparison, the representation of women in this category for the Public Service as a whole has decreased slightly by 0.1 percentage points since 1978, although there has been a net increase of 0.3 percentage points since 1975.

Of all employees in the Department of External Affairs, 4.1% occupy positions within the Technical Category. Of the women in the department, 1.6% are in this category, compared with 5.7% of the men.

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<sup>7</sup> Excluding 14 secondments from other departments (12 men and 2 women), the female representation in the department's FS group would be 7.8%.

<sup>8</sup> There are no secondments in the department's Technical, Administrative Support, or Operational Categories.