

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

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

Fiscal Year/Année financière

1980-81

Rationale/Explication

Staff and programme management at missions abroad have inadequate access to trained advisors on personnel management.

Objective/Objectif

To provide supervisors, managers, and administrators with on-the-spot advice on how to prepare appraisal reports and how to deal effectively with the career development and concerns of women.

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

Employment and Training Sections have developed an appraisal programmes training for supervisors in Ottawa and abroad which fosters, among other objectives, greater care and concern for the career development interests of employees. Five sessions have been conducted in Ottawa, two in Paris, and two in London. We plan to give six sessions in Ottawa in 80/81. Only one seminar for employees on their role in the performance appraisal process has been held to date, although depending on demand, up to 10 more are planned for 80/81. These seminars also address the specific career development concerns of female staff and the importance of the performance appraisals for these individual objectives. The Employment Section has also developed a Staffing Briefing Session for managers. Eight sessions have been held so far. We plan to continue holding these briefings until all managers/supervisors have attended. EOW concerns are highlighted throughout the briefings which deal with pre-appointment and post-appointment phases.

Responsibility: Employment Section
Training & Development Section

Evaluation Criteria/Criteres d'évaluation

There are three male and four female personnel administrators who alternate as administrators on the courses noted above. It is not possible to provide data on how many employees will participate in the training sessions. All employees supervisors/managers will be invited to attend.

Evaluation/Evaluation

Training for supervisors and briefings for employees continuing. Several supervisory programs have been conducted in 1980-81, and will be incorporated into ongoing supervisory training. Information sessions for employees have been well attended. A total of 10 have been conducted to date with 74 women participating.