EXHIBIT 3

PARTICIPATION IN THE RECRUITMENT, SELECTION AND PROMOTION SYSTEM 1977

Appraisal Review Committees	# of Male Members	# of Female Members	# of Female Members	
			1977	1978
FS	11	0	-	6.5
PRC	1	1	50.0	-
SCY	5	1	16.6	50.0
CR	8	-	-	-
CM	6	-	-	-
Promotion Boards				
PS*	16	1	5.9	11.1
PRC	-	-	-	-
SCY	4	2	33.3	44.4
CR	17	4	19.0	6.6
CM	9	1	10.0	11.1
Recruitment				
*Interview Teams	14	5	26.3	19.0

* Composed of representatives from the Public Service Commission and the three Foreign Service Departments.

In addition to the normal requirements individuals must meet to make them eligible to participate in the above activities, the Department faces the problem of finding employees who are also available, either at Headquarters or in the field. The Department is nevertheless conscious of the desirability of increased participation by women.

The Academic Relations Division of the Department is charged with fostering and maintaining contacts with the academic world. This Division sponsors a Speaker's Programme under which senior members of the Department (2 of them are women) speak at universities and assist in disseminating information about careers in the Foreign Service.

A third woman, now retired from the Department, has been giving a series of talks to Canadian Clubs and includes in her remarks illustrations which highlight the careers of women in External Affairs.