

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM
PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

Fiscal Year/Année financière

1978-79

Rationale/Explication

In providing opportunities for support employees to move into officer groups the Department recognizes the need to examine trends and consider what, if any, remedial action is required to ensure that high potential employees are included.

Objective/Objectif

To provide development opportunities particularly through the Officer Specialist Development Programme in order that both the Department and employee may capitalize on the unique experience gained through foreign service training.

Action Plans (Activities)/Plans d'action (activités)

The Employment Section will:

- complete the selection process for the Officer Specialist Development Programme and provide the Co-ordinator with complete statistics on the competition;
- arrange for the placement of trainees.

The Training & Development Section will:

- establish individual training programmes for the successful candidates in consultation with the individual and line manager.

The Human Resources Planning Section will:

- analyze results.

All members of the support staff could be affected.

Evaluation Criteria/Critères d'évaluation

- Number of trainees in place (Employment Section);
- number of trainees with agreed programmes (Training & Development Section);
- evaluation of data (Human Resources Planning Section).

Evaluation/Évaluation

Nine trainees (3 women) are at present in place since December 1978. One additional successful candidate in the programme is completing his tour of duty abroad and will be commencing training in July 1979.

The initial data received in our evaluation programme on those trainees in place is encouraging.