

#### 4 - PROGRAMME ADMINISTRATION

##### A - Mechanisms to ensure managerial involvement in the EOW Programme

The Chair of the Interdepartmental EOW Committee is the Director of Personnel Operations Division and also Special Advisor to the Under-Secretary of State for External Affairs on matters of such issues. The Director General of Personnel in the Department is the Departmental Representative Officer.

#### 4 - PROGRAMME ADMINISTRATION

The Chiefs of the Recruitment and Training and Development Sections are members of the Departmental EOW Committee.

- A - Mechanisms to ensure managerial involvement in the EOW Programme
- B - Resources allocated (both financial and personnel)
- C - Internal monitoring systems for EOW

One of the officers in Personnel Services is responsible for the coordination of Special Recruitment in the Department. This officer is also responsible for the personnel policy and planning in the Department. The Director of Personnel Operations Division on EOW matters. From this location, it is possible for her to introduce the EOW perspective in two important areas in personnel management, and to carry out frequent discussions with all the Chiefs of Section in the Division.

Due to the fact that two-thirds of the Department's employees are in the foreign service, there is a need for continuous education of rotational managers and employees. Moving as they do back and forth between differing cultures where the roles filled by women range from those in the Western world to those in Eastern Europe, emphasizes the need for briefings. This is done by placing the EOW perspective on the sessions given by the Training and Development Section, by their briefings for newly-appointed Heads of Post or Headquarters on exploring career opportunities. The Inspection Service is also briefed on EOW concerns during their visits to Posts overseas.