

INTERPRETATION OF DATA - EXHIBIT 1

If this group is disregarded in the over-all calculation, the rate for women increases to 25.7%, which exceeds the rate of 20.8% for the Public Service. For more detailed comments on the FS Group, see Pages 65-66 under the Interpretation of Data in Exhibit 2.

ADMINISTRATIVE SUPPORT CATEGORY, Page 13

Over half the employees in the Department are to be found in this category: one-third of the men and seven-eighths of the women. However, it must be borne in mind that since April 1, 1971, when the foreign service support services were integrated, the Department of External Affairs has been responsible for the provision of all support services for foreign operations. This means that these proportions would be lower if the over-all calculations were to include the numbers of representatives of other government departments who benefit from these support services.

Unlike some other departments, men are quite well represented in the CR Group. With the exceptions of the CM Group in which women have shown little interest, and the Data Processing Group where male-female representation is good, the remainder of the groups in this category are almost exclusively female preserves. There is, however, one more man in the SCY sub-group than there was last year. Moreover, the percentage of women in this category is below the 78.8% shown in the Public Service Commission's 1976 Annual Report.

There was, or will soon be, the following movement out of this category involving 20 men and 10 women:

- 1 - CR-4 to AS-1 (1 man)
- 1 - CR-4 to AS-2 (1 man)
- 2 - CR-5 to AS-2 (2 men)
- 2 - CR-6 to AS-2 (1 man, 1 woman)
- 1 - CR-6 to AS-3 (1 man)
- 1 - CR-5 to FI-1 (1 woman)
- 2 - CR-5 to FI-2 (2 men)
- 1 - CR-6 to FI-1 (1 man)
- 4 - CR-6 to FI-2 (4 men)
- 2 - CR-4 to FS-1 (2 men)

- 1 - CR-5 to PM-1 (1 woman)
- 3 - CR-6 to PM-1 (3 men)
- 3 - CM-7 to AS-3 (2 men, 1 woman) *

*This is the first woman to become a Regional Communications Officer, although the promotion of the woman occurred after the statistics were prepared. As noted in the Interpretation of Data in Exhibit 2