

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

1979-80

**Rationale/Explication**

As more and more women CR and SCY employees are interested in seeking employment opportunities outside the traditional female occupational groups, staffing and assignment officers are becoming more involved in career counselling activities. This is an area of activity to which they had not been extensively exposed in the past and which has been expressed as an important need by EOW representatives in this Department.

**Objective/Objectif**

The objective is to increase this Department's ability to respond to the career aspirations of its employees in general and particularly to those of its women employees

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

Plans are underway for all staffing and assignment officers to attend an employee career counselling workshop in order to develop their skills in this area of activity. Meanwhile, the Department held regular workshops entitled "Exploring New Career Opportunities" at which 21 women employees participated during 1978-79. These workshops will be continued during 1979-80. Staffing and assignment officers will follow-up with the participants to determine to what extent the Department can assist them in pursuing their career goals.

Responsibility: Training & Development Section  
Support Staff Assignment Section

**Evaluation Criteria/Critères d'évaluation**

There is no specific record of the number of counselling sessions held in 1978-79 which lead to women SCYs and CRs gaining significant career progression outside these occupational groups. Nonetheless, our estimate is that there were four instances when counselling sessions directly resulted in women progressing to more senior level positions within the Department. In 1979-80, our goal will be to increase this by 50% and the plan's success can therefore be measured on that basis.

**Evaluation/Évaluation**