

ES: With 13 men and 2 women in the department's ES group, the female representation is 13.3%,<sup>4</sup> which is lower than that of the overall Public Service for this group (14.2%). Since 1978, when the department had 17 men and 3 women in this group, the female representation has decreased by 1.7 percentage points compared with an increase of 0.4 percentage points for the group in the Public Service as a whole. Since 1975, when the department had 10 men and 2 women in the group, the representation of women has decreased by 3.4 percentage points, compared with an increase of 2.0 percentage points for the ES group in the Public Service as a whole.

The representation of women within the senior level of this group is disproportionately low at zero (4 men and no women) in comparison with the female representation in the group as a whole. However, because of the small number of people involved, one cannot make any conclusions as to whether or not there is a distribution problem within the department's ES group.

There was one appointment in respect of the department's ES group in 1979. The person appointed was a woman.

Women accounted for 22.8% of the 1978 graduates in Economics, compared to 20.0% (4 men and 1 woman) of the employees at the junior level of the department's ES group.

LS: With 1 man and 8 women in the department's LS group,<sup>5</sup> the female representation is 88.9%, which is higher than that of the overall Public Service for this group (66.2%). Since 1978, when the department had 1 man and 10 women in this group, the female representation has decreased by 2.0 percentage points compared with an increase of 1.3 percentage points for the group in the Public Service as a whole. Since 1975, when the department had no men and 7 women in the group, the representation of women has decreased by 11.1 percentage points compared with an increase of 1.3 percentage points for the LS group in the Public Service as a whole.

In 1979, there were 4 appointments in respect of the department's LS group. Of the people appointed, all were women.

#### Administrative and Foreign Service Category

The representation of women within the Administrative and Foreign Service Category is 13.4% for the department,<sup>6</sup> which is lower than that of the overall Public Service for the category (24.4%). This represents an increase of 0.2 percentage points since 1978 and 1.4 percentage points since 1975, compared with increases of 1.0 percentage points and 5.2 percentage points respectively for the category across the Public Service.

Of all employees in the Department of External Affairs, 34.5% occupy positions within the Administrative and Foreign Service Category. Of the women in the department, 12.1% are in this category, compared with 48.1% of the men.

<sup>4</sup> Excluding 5 secondments from other departments (all men), the female representation in the department's ES group would be 20.0%.

<sup>5</sup> There are no secondments in the department's LS group.

<sup>6</sup> Excluding 26 secondments from other departments (22 men and 4 women), the female representation in the department's Administrative and Foreign Service Category would be 13.3%.