

## EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

## PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

1980-81

## Rationale/Explication

Secretaries who join the foreign service are often under the impression that life abroad is made up mostly of advantages and few disadvantages. They tend to disregard explanations of conditions they may encounter in the foreign service and are disappointed after they join.

## Objective/Objectif

Provide the necessary objective information to all potential foreign service secretaries in order to assist them in making a good career decision.

Action Plans (Activities, Scheduling, Responsibility Centres)  
Plans d'action (activités, échéanciers, centres de responsabilité)

Provide prospective foreign service secretaries with a package of written information during selection interviews on such topics as conditions of employment, promotion, career opportunities, postings and assignments and general information about the Department in order to reduce the incidence of SCYs leaving the foreign service due to expectations the Department may not be able to meet.

This will be done for each competition held in 1980-81.

Responsibility: Employment Section  
Support Staff Assignment Section

## Evaluation Criteria/Critères d'évaluation

Less than 10% of newly recruited secretaries leave the foreign service prior to their first posting.

## Evaluation/Evaluation

The package of written information developed and presented to secretarial recruitment candidates is pragmatic and realistic enabling candidates to make a more informed choice before coming to an interview. Of the 42 secretaries recruited in 1980, 4 (or 9.5%) left the service prior to their first posting.