

FORM - FORMULE 1

Fiscal Year/Année financière

1978-79

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

## Rationale/Explication

The Department is of the view that collecting and analyzing statistics on competitions is an indispensable yardstick indicating the level of interest of qualified employees and assists in monitoring efforts and progress in the direction of increasing participation by women.

## Objective/Objectif

To monitor and compile information on competitions and competition results to ensure male and female entrants reflect the supply available.

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

The Employment Section will:

- prepare statistical sheets for each competition and forward to Co-ordinator as completed;
- remind line managers of provisions in ECW policy;
- ensure there is adequate female representation on all selection boards.

All employees entering competitions and line managers requesting staffing action will be affected.

## Evaluation Criteria/Critères d'évaluation

- Degree to which monitoring of statistics facilitated;
- greater awareness on the part of line managers;
- increase of female representation on selection boards.

## Evaluation/Évaluation

- Regular receipt of competition statistics has greatly facilitated monitoring.
- Meeting with Directors General and Directors of five major Bureaux resulted in several excellent proposals for action in the training, assignment, pre-posting, orientation, and recruitment areas.
- Officers of the Employment Section have constantly reminded line managers (weekly) of the importance of female representation on selection boards. 52 of 63 selection boards in 1978 (82%) had female board members. A realistic target for improvement in 1979 is suggested as 87%.