

support personnel, the majority of whom are women, to advance into the officer groups. Comprehensive evaluations are being carried out by the Public Service Commission in 1973, to assess the effectiveness of the two programs, and in the case of the Special Officers' Development program, to assess the post-course assignment phase of the program, in which course participants return to their home departments for a six to ten month developmental assignment to prepare them for promotion competitions for officer positions. Initial indications from the assignment of the first Officers' Development Course of February 1972, indicate a positive trend. Eight months after the course, of the 29 first course participants, eight had been promoted to officer positions with a further nine promotions predicted within four months. On part (b) of the Recommendation, the Commission is examining the occupational and salary levels of women in traditionally female professions such as nursing, library science, and social welfare work as a preliminary step in determining appropriate means of increasing opportunities for persons in these groups to attain intermediate and senior administrative positions.

STATUS OF WOMEN COMMISSION—WOMEN IN
ADMINISTRATIVE TRAINEE POSITIONS

Question No. 405—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that (a) a special effort be made to attract more women applicants for administrative trainee positions in the federal Public Service, and (b) federal government departments ensure that women administrative trainees are given the kind of training assignments that will prepare them for advancement to the senior levels?

Hon. John C. Munro (Minister of Labour): Currently, approximately 30 per cent of administrative trainee positions are filled by women. However, special efforts are being made by the Commission through the university recruitment programs, the EOW newsletter "Interaction", speeches, literature and audio-visual presentations, etc., to attract more women at the point of intake, as well as to ensure that the assignments of both male and female administrative trainees are creative and preparatory for career advancement. A major evaluation of the administrative trainee program is being carried out by the Commission program responsible for recruiting administrative trainees, and will track the 1967-1969 period using linguistic and sex breakdowns, examining the AT population, the assignment phase of the program, advancement rates, attrition rates etc., with a view to determining future courses for action. On the matter of female representation levels in the AT group, it should be noted that currently approximately 37 per cent of all university graduates are women, and, as a consequence, the proportional intake of female university graduates is relatively comparable to the population from which the administrative trainee program draws.

Order Paper Questions

STATUS OF WOMEN COMMISSION—RECOMMENDATIONS
TO INCREASE ENROLMENT IN PUBLIC SERVICE
MANAGEMENT COURSES

Question No. 406—**Mr. Howard:**

What action has been taken with the recommendation of the Royal Commission on the Status of Women that action be taken to increase greatly the enrolment of promising women in federal Public Service management courses, including the step of waiving salary floors and age ceilings where necessary in their case?

Hon. John C. Munro (Minister of Labour): I have been given the following information by the Public Service Commission: A number of special projects are being undertaken in efforts to increase the number of women nominated by departments to centrally-run (i.e., Bureau of Staff Development and Training operated) management courses. The average participation rate of women in management courses currently is approximately 11% of the eligible female population in the service. These special efforts include: (a) Development of one or two day modules discussing the role of women in the work world, the management world, the attitudes of men and women and the socio-cultural influences affecting female work patterns, etc. These are being developed for incorporation by "animators" and trainees in BSDT courses to assist in attitude changing and motivating both men and women about changing work patterns and work roles. (b) Administering of an attitude survey to all participants of BSDT courses in 1972 (some 2,500 persons) sponsored by the Equal Opportunities for Women Office as a further means of changing attitudes. (c) Development of a special edition of the EOW newsletter "Interaction" on training and development policy and opportunities throughout the federal services. It is being prepared for March distribution with a basic 25,000 copies to be distributed to the regular "Interaction" audience, plus an additional 10,000 for selected distribution to training and development officers and women in junior and middle management positions in the service.

To further assist in improving female participation rates on departmentally run courses, the Commission, in conjunction with a Treasury Board Specialist (Women's Interests), is maintaining a watching brief on the training rates in the service through the Board's annual review of training and education.

TRADE OFFICES IN U.S.S.R.

Question No. 408—**Mr. Wagner:**

1. How many members of Canada's Embassy in Moscow are Trade and Commerce officers or directly involved in improving U.S.S.R.-Canada Trade?
2. Does the government have any consulates or trade missions in the U.S.S.R. located outside of Moscow?
3. Has the government approached the Government of the U.S.S.R. in the hope of establishing consulates or trade missions outside of Moscow and, if so, what has been the response?
4. In what other countries of the Warsaw Pact does Canada have consulates or trade offices outside the Capital City?
5. What efforts are being made to establish such offices?

Hon. Alastair Gillespie (Minister of Industry, Trade and Commerce): 1. The Department of Industry, Trade and Commerce has three officers at the Canadian Embassy in Moscow and all are directly involved in trade work.