

in 1 competition. All three were won by men, but this is not yet reflected in the printout. There are now 7 more employees at the FI-2 level.

Three FI-3s and 2 FI-2s were promoted to FI-4. In one of these competitions only 1 man applied and he won the competition.

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The percentages of men and women in this group are distorted somewhat by virtue of the 13 secondments and 7 Order-in-Council appointments. Our calculations have been based on gross figures and it should be noted that without the secondments and Order-in-Council appointments, the overall figure for women would be 7.88%. The printout shows 2 more women at the FS-2 level, and a further 4 women are on the recent promotion list from FS-1 to FS-2. In 1977, 14 men and 3 women came into the group at the Development level. Two women, an ES-1 and a SCY-4, and 3 men, an AS-3 and 2 CRS, entered the group at the FS-1 level as a result of the intra-departmental FS-1 competition.

Attrition continues to take its toll on the rates of female participation in this group: 4 - FS-1s (1 won a competition in another group in this category, 1 resigned and married overseas, 1 resigned to return to university, 1 died) and 1 FS-2 retired; 6 more FS-1s were 55 or over in 1977. At the FS-2 level, a further 5 women were 55 or over in 1977. It will therefore be difficult to make any net gain in the female population in this group over the next few years, despite increased efforts to recruit more women FSs, efforts which are hampered by constraints on this staffing activity. (It will be recalled that 132 former AS Officers (35 of them women) were converted to FS in 1973.)

The FS group has not traditionally attracted large numbers of women, although women were represented in this category as early as the