

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

1979-80

**Rationale/Explication**

The Department recognizes the necessity to provide to its non-rotational officer component, of which a number are women, career progression opportunities within the organization.

**Objective/Objectif**

To provide development and career opportunities to non-rotational officers of the Department through job progression and especially assist non-rotational women officers to diversify their experience and increase representation in all areas of expertise. This action should result in increasing diversification of at least 5% of the non-rotational woman officer population in the Department.

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

The Human Resources Planning Section will:

- prepare the initial draft policy paper;
- participate in the study group;
- participate in the implementation of the approved policy.

**Evaluation Criteria/Critères d'évaluation**

- Acceptance of the group's recommendations by Senior Management;
- long-term - better organizational structure to provide diversification;
- number of women in senior positions;
- number of women promoted from lower levels to middle levels;
- number of inter-group movements;
- diversification of experience at least 5% of the non-rotational woman officer population in the Department.

**Evaluation/Évaluation**