

## 7.4 ASSIGNMENT/PROMOTION/SEPARATION

### 7.4.1 Foreign Service Officer Group

Appointment to other levels than entry levels for this group is done through an annual promotion system based on merit. In this instance, on-the-job training and experience are considered by the department as bona fide occupational requirements. It is important to note that a recent promotion analysis for the Foreign Service group indicates that women are progressing at a faster rate than men. Promotion rates for women to the Management Category should also increase in future promotion exercises as more women in the FS-01 and FS-02 levels become eligible for promotion.

Because assignment to junior management positions is the only means by which employees gain the experience necessary for future advancement, increased efforts have been made to provide women with assignments that will permit them to gain management experience.

#### **Problem identified:**

- Because of its special requirements, rotational career Foreign Service and a pooled promotion-to-level system, the Foreign Service has traditionally not made use of other entry mechanisms such as lateral entry that can be used to improve the representation of equity groups.

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### 7.4.2 Administrative Support Category/Rotational and Non-Rotational Staff

The recent government report of the Task Force on Barriers to Women in the Public Service "Beneath the Veneer" indicated that women in the federal Public Service are concentrated to a high degree in a small number of occupational groups (Secretarial, Clerical and Administrative Services group). In our department, 71.8 % of women are in the Administrative Support Category.

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