

### III - COMMENTS ON REPRESENTATION AND DISTRIBUTION (as at 31/12/79)<sup>1</sup>

#### General

The overall representation of women in the Department of External Affairs is 38.0%, which is higher than that of the Public Service as a whole (34.6%). This represents a decrease of 2.0 percentage points since 1978 and 1.5 percentage points since 1975, compared with increases of 0.4 percentage points and 2.0 percentage points respectively for the Public Service as a whole.

Excluding the Administrative Support Category, the overall representation of women in the department is 12.1%, having increased by 0.1 percentage points since 1978 and 2.3 percentage points since 1975. For the Public Service as a whole, the increases since 1978 and 1975 were 0.6 percentage points and 3.7 percentage points respectively, to a level of 19.3% by 1979.

#### Executive Category

With 27 men and 3 women in the department's Executive Category, the female representation is 10.0%,<sup>2</sup> which is higher than that of the overall Public Service for this category (3.7%). Since 1978, when the department had 19 men and 2 women in this category, the female representation has increased by 0.5 percentage points compared with an increase of 0.7 percentage points for the Executive Category in the Public Service as a whole. Since 1975, when the department had 9 men and no women in this category, the female representation has increased by 10.0 percentage points, compared with an increase of 1.9 percentage points for the Executive Category across the Public Service.

There were 8 appointments in respect of the department's Executive Category in 1979. Of the people appointed, one (12.5%) was a woman.

#### Scientific and Professional Category

The representation of women within the Scientific and Professional Category is 28.6% for the department,<sup>3</sup> which is higher than that of the overall Public Service for the category (21.8%). This represents a decrease of 4.7 percentage points since 1978 and 6.0 percentage points since 1975. In comparison, the representation of women in this category for the Public Service as a whole has increased by 0.4 percentage points since 1978, although there has been a net decrease of 2.8 percentage points since 1975.

Of all employees in the Department of External Affairs, 1.4% occupy positions within the Scientific and Professional Category. Of the women in the department, 1.1% are in this category, compared with 1.6% of the men.

Of those employees occupying positions within this category in the department, 57.1% are concentrated in the ES and LS groups.

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<sup>1</sup> External Affairs relies heavily on secondments to obtain and develop specific expertise. These secondments are included in the departmental data.

<sup>2</sup> Excluding 14 secondments from other departments (13 men and 1 woman), the female representation in the department's Executive Category would be 12.5%.

<sup>3</sup> Excluding 13 secondments from other departments (12 men and 1 woman), the female representation in the department's Scientific and Professional Category would be 37.9%.