

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

Fiscal Year/Année financière  
1978-79

Rationale/Explication

In providing opportunities for support employees to move into officer groups the Department recognizes the need to examine trends and consider what, if any, remedial action is required to ensure that high potential employees are included.

Objective/Objectif

To provide development opportunities particularly through the Officer Specialist Development Programme in order that both the Department and employee may capitalize on the unique experience gained through foreign service training.

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

-The Staffing Section will:

- complete the selection process for the Officer Specialist Development Programme and provide the Co-ordinator with complete statistics on the competition;
- arrange for the placement of trainees.

The Training and Development Section will:

- establish individual training programmes for the successful candidates in consultation with the individual and line manager.

The Human Resources Planning Section will:

- analyze results.

All members of the support staff could be affected.

Evaluation Criteria/Critères d'évaluation

- Number of trainees in place (Staffing Section);
- number of trainees with agreed programmes (Training and Development Section);
- evaluation of data (Human Resources Planning Section).

Evaluation/Évaluation