

The PSC would be happy to provide advice and assistance to the Department of External Affairs in any departmental initiative which comes within the PSC's jurisdiction.

- (a) evidence (through results) of a specific concerted effort to correct the problem of low representation of women in the Administrative and Foreign Service category and, in particular, the P-5 group;
- (b) a brief analysis of the potential impact of the consolidation of the foreign service upon the representation and distribution of women, as indicated by appropriate action plans to correct identified problems;
- (c) evidence of progress in correcting the problem of low representation of women in the P-5 group;
- (d) for all major groups where women are under-represented, detailed annual and long-term targets which are challenging and realistically attainable;
- (e) evidence of an ongoing analysis of all staffing activities to identify and correct anomalies as they occur in the staffing process; if data is available for a period prior to April 1, 1981, the department should specifically report on the results of its analysis in respect of each level of the P-5 and AS groups based upon information pertaining to the number of men and women appointed, the number of men and women invited to interviews, the number of men and women actually interviewed, and the number of men and women appointed to positions;

(f) continued analysis of the movement of employees from the Administrative Support category to the other categories (including information on the number of men and the number of women who have achieved such a move during the year); action plans to facilitate career movement;

VII - COMMENTS

- (1) Status of Women Canada  
We concur with the recommendation of Treasury Board Canada. We would recommend that special efforts be made to improve the key areas under-representation of women in the P-5, P-1 and AS groups, as well as the serious distribution problem in the AS group where women are concentrated in the lower levels.  
The serious distribution problem in the AS group needs special attention. We note that the department has plans to address this problem through developing 25% for office manager positions, a goal which may help the distribution problem and increase the low percentage of women moving out of the AS group into the other categories.  
The analysis recommended by Treasury Board Canada under (a) should be carried out for the P-5 and P-1 groups as well as the AS and P-2 groups.
- (2) Public Service Commission  
The Public Service Commission concurs with the comments of Treasury Board Canada.