

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

Rationale/Explication

By turning resistance to the release of female staff for Appraisal and Promotion Board duty into a learning experience opportunity, those with purely convenience excuse/reasons will gain a fuller appreciation of the importance the Department attaches to ensuring female points of view are adequately represented in assessment and selection processes.

Objective/Objectif

Call on line managers who resist invitations to release female staff for Selection or Appraisal Review Board duty to reflect on the appropriateness of their rationale in the light of EOW objectives.

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

Managers refusing to release women for board duty may be required to explain the reasons for the decision to an EOW Sub-committee who will review the factors influencing the decision and comment as appropriate to responsible departmental authorities.

Responsibility: Employment Section
EOW Sub-committee

Evaluation Criteria/Critères d'évaluation

An increase of at least 5% (to 87%) in the number of Selection Boards and Appraisal Review Boards to have participation of women.

Evaluation/Évaluation