

APPENDIX 1

Element analyzed: Representation of Women in the PM group, Passport Bureau

Results of analysis

Summary Table
Comparison of the representation of men and women

Group & Level	Men	Women	Total	% Women
PM-01	3	8	11	73
PM-02	3	6	9	67
PM-03	3	1	4	25
PM-04	2	4	6	67
PM-05	5	0	5	0
TOTAL	16	19	35	54

Source: PMIS, February 1984

Conclusion

Women are very well represented at the PM-01, PM-02 and PM-04 levels, but an under-representation exists at the PM-03 and PM-05 levels.

Recommendation

It is recommended that the representation of women at the PM-03 and PM-05 levels be increased.

Situation

(a) PM-05 Level

The historical mobility rate (based on 1982 and 83) for the PM-05 level is zero. Also, none of the men at this level are over 60 years of age; therefore, no retirements are anticipated.

An internal availability estimate cannot be calculated due to the low number of appointments at this level (zero appointments in 1982 & 83).