

FORM - FORMULE I

Fiscal Year/Année financière

1978-79

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

## Rationale/Explication

The Department considers that there is a need to remind managers that EOW is a dimension to be taken into account in all decisions regarding human resources.

## Objective/Objectif

To raise the awareness of managers and employees regarding EOW in order to encourage non-traditional decision-making.

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

The Training & Development Section will:

- include EOW segments in orientation courses and also seminars to be attended by senior management and/or Heads of Post and any other course with a human resources content.

All employees attending these sessions will be affected.

## Evaluation Criteria/Critères d'évaluation

- Numbers of men and women attending courses.

## Evaluation/Évaluation

There were six orientation courses held during 1978-79 for newly recruited employees. Four courses were offered in English and two given in French. A total of 47 newly-recruited female support staff attended these programmes which included a module discussing the EOW policy and training programmes offered as part of the EOW programme. The Chairman of the EOW Committee gave a presentation to new Heads of Post to sensitize them to the assignments of women. This will become a normal part of the routine.