LONG TERM PLANS & TARGETS

CATEGORY	1980-81	CURRENT STATUS	1981-82 (AND BEYOND)
Managers & Supervisors	Include EOR perspective in Heads of Dept pre-meeting briefing sessions and in all supervisory training modules offered.	Ongoing.	Evaluate success of Group. Continued participation of women in "hard skills" courses.
All Groups & Categories	Include EOR perspective in all Orientation Programmes attended by newly-recruited employees and extra experience are aware of importance of attendance.	Being done. However, reduced recruitment activity has rendered many of these programmes held and greater difficulty in releasing employees to attend.	Evaluate success. 100% attendance by newly-recruited employees.
	Maximize and ensure role of appraisal in career development for women.	2 sessions held for supervisors, 1 for managers. 6 sessions for supervisors planned and up to 10 for employees in 1980-81. 2 training briefings sessions for managers held so far.	Evaluate need. Maintain coincidence between training imparted and taken and between awareness and application.
	Improve selection and competition techniques to male-dominated groups.	Ten jobs re:CW, CW and PEC groups. Nine vacancies planned for CW and PI groups in 1980-81.	Evaluate need. As least 15% of eligible vacancies in non-traditional occupations to be women.
	Increase participation of women on Selection Boards and Appraisal Review Committees.	66% achieved in 1980-82.	Evaluate need. Women to be on at least 50% of Boards/Committees, analysis and levels participating.
Specialist Offices	Provide development and career opportunities to non-traditional office employees.	Policy paper prepared, but not submitted to Service Management dem as required flexibility. Awaiting time schedule in future-years and continuing restraints. There are, however, 2 non-traditional women officers on single assignments overseas.	Evaluate need. At least 5% diversification by women, eliminate promotion.
Focus on SE Category	Ensure that women are interviewed.	1 woman appointed to SE-1.	Evaluate need. Number of women in group.
Focus on AS Group	Goal of 25% participation of non-traditional women achieved.	Participation rate was 25.2% as at December 1980.	Evaluate need. % by which goal exceeded.
Focus on IS Group	Identify and set non-traditional equitable and social problems (mobility de-ploymt. Increase in service areas).	Number of employees assignments is-created by EOR. Continuing department priority.	Eval-uate need. Increase of level-ployment assignments.
	Increase the number of women throughout the IS group.	Of the current eligible list of 15, 7 are women. 2 men and 3 women have received offers of employment. IS5 target may be high in view of Consolidation of IS Group and Introduction of IM Category.	Evaluate need. At least 10% of group to be women.
	Co have women represented in the Department's most senior level positions.	1 woman on Cabinet-Council Secretariat. 1 woman on Department in at EX-1 level 1 woman on Cabinet-to-Council appointment at EX-1 level 1 woman PS-1 (as above) total 4	Evaluate need. At least 3 women at the IS-6, IS-5 and IS-4 levels.
Focus on CX Group	Increase EX number of women in Office Manager positions.	Of those identified for Office Manager training, 3% are women.	Evaluate need. Women to occupy at least 25% of Office Manager positions. Multi-Purpose Project in Information Sharing of strategies in Information-Intensive Groups.
Focus on ECX Group	Provide pre-posting training in other Government Departments, effectiveness training. Improved mechanisms for resolving problems. Improved liaison with Group.	Pre-qual. See 1979-80 Evaluation.	Evaluate need. 15% decrease in premature terminations of Deputies acting as a result of Seminars at time of Assignment.
	Review of mentors at ECX work packages with a view to reactivation.	Mentor pairings initiated by Dr ECX-1 meeting by 4. Mentors from each still counting in.	Evaluate need. Increase number of mentors ECX participating from CX,IX level to Eligible-Training Deputy Secretaries.
Focus on ECX & CX Groups	Establish career plans to facilitate assignment process, identify training and development needs, and enhance career prospects.	Preliminary study made to identify executive development needs of women. Both in progress. Possible for career planning in CX Group stymied to be limited. Career progression of CX women will be monitored.	Evaluate need. % increase in appointments over-ments realized.
Focus on CX & IX Groups	Improve recruitment techniques to attract more women.	Difficulties from women counselor those who in CX-1 categories which is in progress. EOR-sensitized not opposed until recruit. Encourage recruitment.	Evaluate need. At least 10% of groups to be women. Employment activity penetrating.