

REVIEW

In addition to the reviews (or situation reports) provided to Senior Management, the EOW Action Plan was re-examined in October in conjunction with four "encounter sessions" conducted with women from all occupational groups.

The objectives of these sessions were to:

- (1) pinpoint specific problem areas;
- (2) sensitize members of the Department to the concerns of women;
- (3) provide impetus to the ongoing EOW programme; and
- (4) to lay the basis for new action plans.

Specific problem areas identified as meriting priority attention were (a) the low proportion of women at senior levels in the Department in both the rotational and non-rotational officer groups (women officers indicated in the course of the encounter sessions, however, that they would not favour a lateral entry programme on the grounds that their own career advancement prospects would be thereby affected and a backlash created against the advancement of women's concerns in the Department), and (b) the lack of career advancement possibilities for support staff in general.

Three Sub-committees of the Departmental EOW Committee have been established to tackle these problems. One is in the process of surveying all FS women in the Department, both abroad and in Ottawa, a representative sample of men and as many women as possible who have left the Department in recent years. Another is exploring the means by which the proportion of senior women in non-rotational categories could be increased. The third is addressing itself to attitudinal issues and to questions relating to career concerns of women members of the support staff.