

## VI - RECOMMENDATIONS OF TREASURY BOARD CANADA

It is recommended that the report be approved on the condition that the department's submission for fiscal year 1981-82 contain:

- (a) evidence (through results) of a specific concentrated effort to correct the problem of low representation of women in the Administrative and Foreign Service Category and, in particular, the FS group;
- (b) a brief analysis of the potential impact of the consolidation of the foreign service upon the representation and distribution of women, accompanied by appropriate action plans to correct identified problems;
- (c) evidence of progress in correcting the problem of low representation of women in the CM group;
- (d) for all major groups where women are under-represented, detailed annual and long-term targets which are challenging and realistically attainable;
- (e) evidence of an ongoing analysis of all staffing activities to identify and correct anomalies at every step in the staffing process; if data is available for a period prior to April 1, 1981, the department should specifically report on the results of its analysis in respect of each level of the FS and AS groups, based upon information pertaining to the number of men and women applicants, the number of men and women invited to interviews, the number of men and women actually interviewed, and the number of men and women appointed to positions;
- (f) continued analysis of the movement of employees from the Administrative Support Category to the officer categories (including information on the number of men and the number of women who have achieved such a move during the year), accompanied by appropriate plans to facilitate greater movement;

## VII - COMMENTS

### (1) Status of Women Canada

We concur with the recommendations of Treasury Board Canada. We would recommend that special efforts be made to improve the very serious underrepresentation of women in the FS, FI and CM groups, as well as the serious distribution problem in the AS group where women are concentrated in the lower levels.

The serious distribution problem in the CR group needs special attention. We note that the department has plans to address this problem through developing CR's for office manager positions abroad which may help the distribution problem and increase the low percentage of women moving out of the CR group into the officer categories.

The analysis recommended by Treasury Board Canada under (e) should be carried out for the CM and FI groups as well as the AS and FS.

### (2) Public Service Commission

The Public Service Commission concurs with the comments of Treasury Board Canada.