

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

Rationale/Explication

The Department recognizes the absolute necessity of having qualified women at the most senior levels to fill management positions.

Objective/Objectif

To ensure that women are represented in the SX and equivalent groups in the Department.

 Action Plans (Activities, Scheduling, Responsibility Centres)
 Plans d'action (activités, échéanciers, centres de responsabilité)

The Consolidation exercise currently underway will involve the establishment of a Senior Management Category including officers from CEIC, ITC/TCS, and CIDA; however, since this group has not yet been defined in detail, it is difficult to forecast with any accuracy how the implementation will affect the ratio of women at the senior management level.

The Department will endeavour to increase the number of assignments to women in managerial positions by 4 in order to better prepare them for senior management posts. Given the limited promotions during 1979 (i.e. only from FS-1 to FS-2) new managerial assignments will likely be at the Deputy Director and Head of Chancery level.

Both training programmes and managerial assignments in the foreign service are put into effect as part of the annual posting/assignment cycle.

Responsibility: Management of Personnel Operations Division and the Officer Assignment Section

Evaluation Criteria/Critères d'évaluation

- Number of women in management positions.
- Number of women in the SX and equivalent groups.

Evaluation/Évaluation

Women in management positions:

- one Assistant Under-Secretary
- five Directors (including one acting Director)
- three Deputy Directors
- five Heads of Post
- there is now one more woman in the SX group.