EXHIBIT 4

TRAINING AND DEVELOPMENT

The following statistics list the number of male and female participants on training courses during 1975-76 and 1976-77.

	1975-1976		1976-1977	
	Male	Female	Male	Female
I. Intra-Departmental Courses:				
(a) Orientation	84	125	30	107
(b) Other	633	317	596	219
II. Public Service Commission Courses:				
(a) Management Training	17	10	28	10
(b) Specialized Training	19	16	27	17
III. Outside Courses:				
(a) Management Training	66	20	64	14
(b) Specialized Training	50	22	48	25
IV. Foreign Language Training:	220	144	161	82
V. Evening And Correspondence Courses:	90	73	93	101
VI. Education Leave:	FS-2	ST-1	CM-3	ZS-1
	AS-1		FS-1	ST-2
	CM-2		CM-1	
	CM-1		EL-1	
	EL-1			

The Education Leave Programme is now directed toward assisting employees in becoming better equipped to compete for officer level positions.