

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM
PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

Rationale/Explication

Recruitment for CM and PRC groups has traditionally been focussed on a predominantly male supply market.

Objective/Objectif

To increase the number of women in the CM and PRC groups.

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

For the first time, Employment Section is conducting an intra-departmental competition for CMs. The area of competition and basic requirements were determined in such a way as to encourage as many women employees as possible to apply. The results of this effort to increase the number of women in the CM group will not be known until approximately June 1980. At least one woman will be on the Selection Board. A major proposal to restructure security programmes in the Department has prevented holding a PRC recruitment exercise in 1979 as planned. At the present time, the Department has still not determined whether a recruitment exercise in this group will be possible in 1980.

Responsibility: Employment Section

Evaluation Criteria/Critères d'évaluation

As of March 17th, 10 male and 16 female staff had applied in the CM recruitment exercise.

Evaluation/Evaluation

There has been no requirement to recruit for the department's PRC group, and there is no anticipated requirement for the foreseeable future.

The competition board qualified seventeen women employees (SCY, CR, Typist) as CM's. Offers were sent to sixteen of the eligible list candidates in order to get seven "acceptances" for the seven vacancies that existed. The final offer will be made as a vacancy occurs.