

The present economic climate and constraints on growth are expected to lower separation and recruitment rates, possibly to the extent that one will cancel out the other, so no extra allowances have been made for these influences. Retirements may increase in 1978 as the five-year bilingualism programme ends, but it is thought that the base of 25% could be refined if the need arises as only some 30-35 employees may be involved.

Taking the foregoing rationale into account, 2 groups are left where the 25% goal would apply:

<u>Group</u>	<u>Male</u>	<u>Female</u>	
AS	79.6	20.3	(or 4 women short of the number needed to form 25% in a group of 103)
CR	48.4	51.5	(here the ratio is very close to 1 man to 1 woman and the target of 25% would not apply; rather in the Department's judgement, it would be desirable to maintain the status quo for the foreseeable future).

In comparison with the composition of the equivalent of the FS group in other countries, the FS and CM groups, where female participation as at September 1977 was 7.6% and 7.8% respectively, compare favourably with the statistics for the USA, Sweden, Britain and West Germany, notwithstanding the fact that all these countries have more women in the labour force than Canada does.

This brings us to the remaining 2 groups: the almost totally feminine ST-SCY group and almost totally masculine GS-PRC group. With regard to the latter, an in-depth study was made, but the status quo has been maintained owing to a shortage of man-years. The ST-SCY group is covered in detail under the section beginning on page 72.

Continuing Activities

Any situation report must necessarily include the continuation of those ongoing activities that are applicable.