

PROTECTIVE & CUSTODIAL (GS-PRC)

There has been no recruitment into this group for several years. Since it is heavily rotational and since the source of employees has been mainly those recently retired from the Armed Forces, it is unlikely that the Department will be able to recruit many women until the composition of the supply changes. The goal is, however, to try and do so. (See pages 96 Exhibit 2 Interpretation 25,26 Action Plan)

RECENT EXPERIENCE

Apart from traditional problems encountered by the Department of External Affairs and its employees in operating within a rotational environment, due attention must be given to more recent and equally serious constraints. The most visible of these is dual career couples and families. In responding to this and related concerns, the Department has moved with the times in Canada and now has more than 50 working couples in its employ. In addition, there are several "inter-departmental marriages" (i.e. involving employees married to employees of the other two Foreign Service Departments), and inter-occupational group marriages for whom joint postings must be co-ordinated.

Reciprocal agreements have been concluded with more than 10 countries enabling spouses of foreign service personnel to work. Similar agreements are being sought with several other countries.