

FORM - FORMULE 1  
1978-79

PROGRAMME DE L'EGALITE D'ACCES A L'EMPLOI POUR LA FEMME  
EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

Evaluation (continued)

- Over ten inter-governmental agreements have been concluded to expand the possibility of overseas employment for working spouses.
- 1978-79 objectives were circulated.
- Four encounter sessions were held at Headquarters encompassing all women in the Department.

The assignment sections will:

- interview employees regarding posting preferences for mid-1978;
- collaborate with Staff Relations and Compensation Division who will be participating in an inter-departmental working group to revise the Foreign Service Directives in anticipation of National Joint Council negotiations in 1978.

The ROW Committee will:

- circulate copies of the 1978-79 objectives throughout the Department;
- invite employees at Headquarters to informal meetings to consider issues of common interest.

All employees could be affected.

Conclusions drawn from an analysis of employee interviews:

- number of perceived disincentives removed or Foreign Service Directives altered;
- degree of success in filling vacancies overseas, especially at difficult posts;
- size of response to initiatives;
- number of new ideas suggested.

Employee interviews have facilitated identification of job responsibilities at posts abroad, optimizing employees' experience, developing further skills and responding to career aspirations.

Participation in inter-departmental discussions to review Foreign Service Directives has resulted directly in improving compensation for serving at difficult posts.

Both the SCY and CR reports disclosed that reluctance to accept certain postings was usually based on voluntary considerations or a natural hesitation to reside in a country where social or religious customs inhibited the lifestyle of women. The length of postings in several countries where the lifestyle is markedly slanted against women has been reduced to 12 months for SCYs.

Concerted efforts to increase postings of working couples, often to difficult posts, thus alleviating housing shortages.