

LONG TERM PLANS & TARGETS

CATEGORY	1980-81	CURRENT STATUS	1981-82 (AND BEYOND)
Managers & Supervisors	Include EOW perspective in Heads of Post pre-posting briefing sessions and in all supervisory training modules offered.	Being done.	Evaluate goal: Greater awareness of Group, increased participation of women in "hard skills" courses.
All Groups & Categories	Include EOW perspective in all Orientation Programmes attended by newly-recruited employees and ensure supervisors are aware of importance of attendance.	Being done. However, reduced recruitment activity and cutbacks have meant fewer programmes held and greater difficulty in releasing employees to attend.	Evaluate goal: 100% attendance by newly-recruited employees.
	Reinforce and stress role of appraisal in career development for women.	9 sessions held for supervisors, 1 for employees. 8 sessions for supervisors planned and up to 10 for employees in 1980-81. 8 Staffing Briefings Sessions for managers held so far.	Evaluate goal: Maximum coincidence between training requested and taken and between assignments and aspirations.
	Improve selection and competition techniques in male-dominated groups.	See below re FS, CM and PRC groups. New measures planned for CM and FI groups in 1980-81.	Evaluate goal: At least 15% of eligible candidates in non-rotational competitions to be women
	Increase participation of women on Selection Boards and Appraisal Review Committees.	88% achieved in 1979-80.	Evaluate goal: Women to be on at least 90% of Boards/Committees, numbers and levels permitting.
Specialist Officers	Provide development and career opportunities to non-rotational officer component.	Policy paper prepared, but not submitted to Senior Management due to reduced flexibility resulting from cutbacks in person-years and continuing restraints. There are, however, 2 non-rotational women officers on single assignments overseas.	Evaluate goal: At least 5% diversification by women, circumstances permitting.
Focus on SX Category	Ensure that women are represented.	1 woman appointed to SX-1.	Evaluate goal: Number of women in group.
Focus on AS Group	Goal of 25% participation of non-rotational women achieved.	Participation rate was 26.5% as at December 1979.	Evaluate goal: % by which goal exceeded.
Focus on FS Group	Identify and set out structural environmental and social problems inhibiting employees' interest in serving abroad.	Number of reciprocal arrangements increased by 30%. On-going departmental priority.	Evaluate goal: Increase of number of reciprocal arrangements.
	Increase the number of women throughout the FS group.	On the current eligible list of 12, 7 are women. 3 men and 3 women have accepted offers of employment. 10% target may be high in view of Consolidation of FS Group and introduction of SM Category.	Evaluate goal: At least 10% of group to be women.
	To have women represented in the Department's most senior level positions.	1 woman on Order-in-Council appointment as FS-5 (not yet shown in statistics) 1 woman on secondment in at SX-3 level 1 woman on Order-in-Council appointment at SX-1 level 1 woman SX-1 (see above) <u>Total 4</u>	Evaluate goal: At least 5 women at the FS-4, FS-5 and SX levels.
Focus on CR Group	Increase the number of women in Office Manager positions.	Of those identified for Office Manager training, 39% are women.	Evaluate goal: Women to occupy at least 25% of Office Manager positions. Ratio increase in female members of CR group should be reflected in proportionate increase of aforementioned 25% figure.
Focus on SCY Group	Provide pre-posting training in other Government Departments, effectiveness training, improved mechanism for resolving problems, improved liaison with group.	On-going. See 1979-80 Evaluations.	Evaluate goal: 15% decrease in premature termination of overseas assignments as a result of factors known at time of assignment.
	Review of content of SCY work packages with a view to reclassification.	SCY-4 positions increased by 5; SCY-3 positions by 4. Returns from Posts still coming in.	Evaluate goal: Increase number of senior SCY positions from 5.3% level to higher prevailing level existing in other Government Departments.
Focus on SCY & CM Groups	Establish career plans to facilitate assignment process, identify training and development needs, and enhance career prospects.	Preliminary study reveals necessity of resolving more difficulties than anticipated. Work in progress. Potential for career planning in CM Group proved to be limited. Career progression of CM women will be monitored.	Evaluate goal: % Increase in successful overseas assignments.
Focus on CM & PRC Groups	Improve recruitment techniques to attract more women.	Applications from women outnumber those from men in CM-3 competition which is in progress. PRC recruitment not expected until security programme restructured.	Evaluate goal: At least 10% of groups to be women, recruitment activity permitting.