When filling positions, staffing and assignment officers together with line managers will ensure that physical requirements of the position included in the statement of qualifications and job descriptions do not create artificial barriers, although service abroad is often a special factor limiting some types of disability.

As well, consideration will be given to reviewing systematically generic job descriptions with a view to identifying artificial barriers and the need for bona fide requirements of positions.

As the Department plays a major role on the international scene and often acts as a leader in many areas of international policies, it will ensure that Canadian facilities and services abroad are available and accessible to disabled persons. An implementation plan on improvements to federal facilities abroad will be in place by April 1993.

8.2 OTHER ACTIVITIES

Other on-going activities in which the Employment Equity Unit will play a major role are:

8.2.1 Foreign Service Women's Advisory Committee

An advisory committee was created in 1989 to provide a framework and network for women Foreign Service officers on professional issues of concern to them. Its primary aim is to help the Department develop and implement policies and practices that will eliminate barriers to the advancement of women in the Foreign Service. This committee has met with senior management on several occasion and its recommendations on key employment issues will continue to be given high priority.

8.2.2 Non-Rotational Women's Group

In recognition of their common career concerns and interests, a number of women in the Communications and Culture Branch decided to form a working group whose objectives it would be to review constructive and cooperative ways of resolving career and personnel concerns. The group will particularly concentrate its efforts on sensitizing senior management to issues, working with managers to resolve what they see as barriers to career advancement.