

Monitoring mechanisms are established and described.

EOW has been integrated into the Personnel Management Planning Process.

(b) Level of Resources

The responsible officer for EOW in the Department of External Affairs is the Director General of Personnel.

The EOW Co-ordinator is classified at the level of PE 3, and works full-time on specific special-interest groups. Approximately 80% of the Co-ordinator's time is devoted to EOW. The Co-ordinator reports to the Director of Personnel Operations.

The department has established an EOW Committee comprising senior personnel managers as well as representatives of the various occupational groups.

(c) Action Plans 1980-81

The objectives are clearly defined and address those problems which are most in need of attention.

The activities are precise and detailed, and provide a meaningful approach to meeting the identified objectives.

The objectives and activities are accompanied by clear, measurable evaluation criteria.

The department has not prepared an action plan to address the problem of low representation of women in the EL group.

The annual action plans deal primarily with:

- increasing the representation of women in the FS, FI, OM, AS, CM and GS-PRC groups;
- increasing the participation of women on candidate selection boards;
- providing training in supervisory skills to managers at missions abroad, and preparing potential foreign service secretaries to face conditions in foreign postings;
- exposing women foreign service officers to challenging work assignments, and increasing the participation of women from other departments on foreign assignments;
- ensuring adequate representation of women in the new Senior Management Category;
- reducing the incidence of turnover by endeavouring to give "employee couples" common postings.

The department has prepared a long-term plan, and this plan has been updated recently to reflect current realities and to provide a meaningful framework for developing annual plans.

(d) Target Setting

The department has set annual and long-term targets for the GS, CM and GS-PRC groups.

The targets do not appear to be very challenging.

Targets for the development of female employees in the Administrative Support Category for office manager positions have been established.