

## EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

## PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

## Rationale/Explication

7.9% of the FS group are women. This proportion should be improved to more accurately reflect the composition of Canadian society and the Public Service and the male/female ratios of university graduates.

## Objective/Objectif

To raise the overall number of women in the FS group by 5% per year until a more representative male/female balance has been achieved.

Action Plans (Activities, Scheduling, Responsibility Centres)  
Plans d'action (activités, échéanciers, centres de responsabilité)

Ensure that women eligible for recruitment are made aware of career opportunities in the Department and ensure that interview teams associated with the recruitment exercise are briefed on Departmental EOW objectives.

- Ensure that at least one woman is a member of each recruitment promotion and interview team.
- Recruit sufficient women to meet the 5% objective. Ensure that this objective is reflected in the secondment programme.

The annual recruitment programme is initiated by recruitment promotion in September, foreign service examinations in October, interviews in November, hiring offers in the spring, and actual hiring in the summer.

Responsibility: Officer Assignment Section

## Evaluation Criteria/Critères d'évaluation

- Participation of women on recruitment promotion and interview teams.
- Identify suitable women for secondment.
- 5% increase in the number of women in the FS group.

## Evaluation/Evaluation

- Women are included in FS recruitment teams this year. Selection of recruits is underway, with a view to meeting 5% objective.
- A number of women are included on the list of officers interested in secondments out (to be negotiated in the spring of 1981).
- In FY 80/81 one half of 12 officers recruited were women. The participation rate of women has now risen to 8.5%. The three women seconded in during the period (see page 60) are performing FS work.