

accompanied by dependants (a husband, a parent and/or child(ren) when they are serving overseas.)

A further complication is the absence of the rotationality factor in the domestic Public Service. The Department considers that for some groups (e.g. CM, EL, FS), it is more realistic to look at like employment, i.e. other foreign services, rather than the domestic labour market. In 1976, the Department gleaned what it could on the diplomatic officers of certain other countries, the most visible group, and found that the percentages of women are as follows:

		<u>% of Women in Labour Force</u>
Canada (FS Group)	8.1%	34.4
USA approximately	9%	39.9
Sweden approximately	7.1%	43.4
Netherlands	1.6%	not known
Britain - Although the British have asked the Department to treat their information as confidential, it is possible to state that the relevant percentage is lower than that for Sweden.		40

In 1977, this information was added:

West Germany	6.2% (current)	37.2 (estimated May 1976)
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Therefore, with the exception of the CM, EL and FS groups and those groups which are predominantly female or male, the Department has taken 25% of its employees (i.e. a ratio of 3 men to 1 woman) as a base figure for participation of women, and considers this to be a politically and administratively reasonable goal.

In defining the major occupational groups in relation to the total number of employees (3,125) a base figure of 100 (or 3.2%) was chosen. Application of this premise produced the following groups and numbers of employees:

<u>Group</u>	<u>Employees</u>
AS	103
FS	794*
CR	752
CM	282
ST-SCY	580
GS-PRC	146
	2,657 (or about 85% of employees in the Dept.)

*includes 13 secondments and 7 Order-in-Council appointments.