

(retirements), retain the women already in the group, and to increase their numbers by at least 8% per year.

(See pages 53 Exhibit 2 Statistics
89,90 Exhibit 2 Interpretation
13,14,31 Action Plan re recruitment)

CLERICAL & REGULATORY (CR)

This group, composed of both rotational and non-rotational employees, has a participation rate for women which is well below the norm in the Public Service. (In fact, the second lowest in 1977 according to the Annual Report of the Public Service Commission.) Since it is often referred to as a "female ghetto" this participation rate is considered to be a desirable balance to maintain. That is the Department's goal. (See pages 65 Exhibit 2 Statistics
93 Exhibit 2 Interpretation
18,19 Action Plan)

COMMUNICATIONS (CM)

This group, like the FS group, is entirely rotational. It will be noted that the participation rates are similar and therefore the Department's recruitment goals for these groups are the same. It should be noted, however, that there has been no recruitment for this group since 1976.

(See pages 66 Exhibit 2 Statistics
93 Exhibit 2 Interpretation
25,26 Action Plan)

SECRETARIAL (ST-SCY)

Given the overwhelming majority of women in this group, which is composed of both rotational and non-rotational employees, and the unlikely prospect of achieving anything like a balanced participation rate in the foreseeable future, the Department's goals must take other forms: examining the nature of the workload, utilization, rôle, training needs for advancement, etc. These goals are being pursued, but do not lend themselves to precise quantification. (See pages 19 to 24, 27, 29, 30 and 32 Action Plan)