

B - Resources allocated (both financial and personnel)

Personnel

Direct: 1 PE-3 for 1 person-year (EOW Co-ordinator)
 1 PE-2 for .5 person-year (Assistant EOW Co-ordinator)
 Shared services of SCY
 Part-time of Special Recruitment Co-ordinator in Employment Section and .5 person-year of PE-2 in Training & Development

Indirect: Time of Chair of EOW Committee and the members of the five Sections in Personnel Division

Involvement of Departmental EOW Committee members

Financial

Direct: \$2,000 for reproduction of the Departmental EOW Annual Report
 \$1,200 for services of Educational Consultant to lead sessions on managerial awareness

\$3,500 for Training programmes specifically for women

Indirect: Translation and mailing/courier costs for distribution of Annual EOW Report overseas

Costs associated with wider areas of competition, i.e. when competitions are open to employees overseas in the hope of providing more opportunities to women there are transportation, meal and lodging expenses for members of the Selection Boards, as well as for most candidates

Partial cost of several visits to Washington when Foreign Service family problems were discussed

Costs associated with Action Plans, such as training for SCYs in other Government Departments, shorter tours of duty at some Posts, provision of Leave Without Pay to enable a spouse to accompany a member of the foreign service on a tour of duty.

C - Internal Monitoring Systems for EOW

In addition to the monitoring inherent in the mechanisms described under A, the Department's reconstituted Personnel Management Information System now has a greater capability for producing searches directly related to EOW. There are also several items issued regularly which the Co-ordinator uses to monitor EOW activities: