

Of the 207 promotions within the CR group itself, 86 (41.5%) went to women, which is lower than the 50.6% female representation in the department's CR group.

CM: With 231 men and 18 women in the department's CM group, the female representation is 7.2%, which is significantly lower than that of the overall Public Service for this group (41.1%). Since 1978, when the department had 255 men and 18 women in this group, the female representation has increased by 0.6 percentage points, compared with 2.0 percentage points for the group in the Public Service as a whole. Since 1975, when the department had 262 men and 23 women in the group, the representation of women has decreased by 0.9 percentage points.

Of the 835 people in the CM group across the Public Service, 29.8% are employed by this department. The department is therefore a major user of this type of employee.

All but one employee (a woman) in the department's CM group are at levels 4 or above, so no conclusions can be made with regard to the distribution of women within the group.

In 1979, there were 17 appointments in respect of the department's CM group. Of the people appointed, there were no women.

Operational Category

The representation of women within the Operational Category is 1.0% for the department, which is lower than that of the overall Public Service for the category (18.7%). This represents a decrease of 0.5 percentage points since 1978 and 0.3 percentage points since 1975, compared with increases of 0.7 percentage points and 5.2 percentage points respectively for this category across the Public Service.

Of all employees in the department, 6.8% occupy positions within the Operational Category. Of the women in the department, 0.2% are in this category, compared with 10.8% of the men.

Of those employees occupying positions within this category in the department, 92.1% are concentrated in the GS group. The representation of women within this group is 1.1% (185 men and 2 women), compared with 26.2% for the group across the Public Service as a whole. The majority of the department's GS employees (122) are in the GS PRC (Protective and Custodial Services) sub-group.

IV - TRAINING AND DEVELOPMENT

The department has an employee development program designed specifically for the CR Group. Emphasis is being placed on increasing the representation of women in office manager positions at foreign posts.

According to the department's annual training and development review, women accounted for 18.2% of departmental expenditures for training and development during fiscal year 1979-80. This is lower than the 38.0% representation of women within the department.

V - PROGRAM MANAGEMENT

(a) Managerial Commitment

The responsibility for developing and implementing action plans does not appear to be clearly assigned to the line managers.