

municipal budgets include estimates for funds to provide homemaker services and the budget is approved by the Department of Public Welfare, these funds are available to municipalities up to an approved amount.

Prince Edward Island and New Brunswick⁽¹⁾ have no provisions specifically for homemaker service under their social legislation but do use the Canada Assistance Plan to share costs with the Federal Government on a 50/50 basis when housekeeper service is provided to families in financial needs.

The Social Assistance Regulations of the Department of Public Welfare for Newfoundland and Labrador⁽²⁾ provide for the payment of a housekeeper allowance to recipients of social assistance who require this service.

Recommendation 83

That counselling services provided by the local public welfare department for the elderly and others in the community be accepted as a shareable cost under the Canada Assistance Plan.

ACTION TAKEN

Counselling services are covered under the Canada Assistance Plan and the funding of these services to municipalities depends on the individual province and the municipality.

Health and Welfare Canada published a pamphlet *Your Agency and the Canada Assistance Plan*⁽³⁾ which describes the funding available to agencies.

(2) RECOMMENDATIONS THAT ARE PARTIALLY IMPLEMENTED

Recommendation 2

The Committee recommends that the National Employment Service (NES) continue and intensify its efforts to correct prevailing misconceptions and to overcome current resistance to the hiring of older workers through educational programs aimed at employers as a group, but more particularly through direct contacts with individual employers; and that in such efforts it enlist the support of management and labour, possibly through the holding of employer-labour institutes sponsored by universities and community groups, as is done in the United States with leadership from the employment service.

ACTION TAKEN

In 1967 the "National Employment Service" offices were renamed "Canada Manpower Centres" to reflect the emphasis on counselling, training, labour force mobility,

(1) *Ibid.*, p. 105.

(2) *Ibid.*

(3) Canada. Health and Welfare Canada, *Your Agency and the Canada Assistance Plan*, Ottawa.

skill up-grading etc. In 1972-73 there were 390 Canada Manpower Centres where counsellors assist workers and provide consultative services relative to changed conditions of work. Employment was found for 1,030,148 people during 1972-73. This is an increase of twelve per cent over the previous year⁽⁴⁾.

The Canada Manpower Adjustment Program functions as a catalyst to bring management and labour together to solve employment problems created by economic, technological or organizational changes in a company, an industry or an area.

The current philosophy of the Older Workers' Section is that working should be ageless, that is, the emphasis should be on skill not age. During 1973 staff members of the Older Workers' Section, the Canada Manpower Division of the Department of Manpower and Immigration, interviewed older workers across Canada to identify difficulties and to learn more about the conditions affecting older workers. The results of this internal fact-finding survey will be used by the section to determine a policy statement. The Older Workers' Section encounters some difficulties in meeting with employers because of the variation in labour legislation among the provinces. Pending a study of the facts obtained in this survey, no funds have been allotted to cover the expenses associated with conferences or seminars.

The Labour Gazette, published by Labour Canada contains information for employers about recent studies and conferences on older workers. Projects on older workers conducted by the organization for Economic Co-operation and Development (OECD) of which Canada is a member, as well as American research studies are regularly reviewed.

In June 1970 the Age Discrimination Division of the Ontario Human Rights Commission sponsored a conference entitled, "The Older Worker in Today's Economy and Community"⁽⁵⁾.

Recommendation 4

The Committee recommends that the NES maintain a check on applicant qualifications as specified by employers, such as age and education, in an effort to ensure that these are realistically related to the requirements for successful performance in the jobs to be filled.

ACTION TAKEN

In five provinces the prohibition against discrimination has been extended to include age. *The Individual's Rights Protection Act of Alberta 1972*,⁽⁶⁾ *The Human Rights Act of British Columbia 1969*,⁽⁷⁾ *The Human Rights Code of*

(4) Canada. Manpower and Immigration, *Annual Report, 1972-73*, p. vii.

(5) Ontario Department of Labour, *Task, Volume 5, No. 2, Summer 1970*, p. 13.

(6) Statutes of Alberta, 1972, Chapter 2.

(7) Statutes of British Columbia, 1969, Chapter 10.