

that positive action must be taken to rectify the situation if the federal government is to demonstrate its leadership role vis-à-vis the private sector.

Targets: As a result, the Committee was pleased to note the policy statement released by the President of the Treasury Board on June 27, 1983, which introduced mandatory affirmative action programs within the public service for women, the handicapped, aboriginal peoples, and Blacks in Nova Scotia, as well as his subsequent announcement of October 13, concerning a specific target for the number of women appointed to the management category of the public service (a projected increase from the current level of 217 to 475 by March 31, 1988). The Committee wishes to endorse this new approach to affirmative action policy, which it hopes will also be applied to the armed forces and Crown corporations.

RECOMMENDATION:

The Treasury Board, as the employer under the Public Service Act, should immediately add visible minorities to the list of target groups for mandatory affirmative action.

DETERMINE THE EXTENT TO WHICH SYSTEMIC DISCRIMINATION EXISTS IN THE PUBLIC SERVICE

Difficult: The Committee found that many of the perceptions outlined above regarding the unintentional obstacles and artificial barriers to the participation of visible minorities in the public service were difficult to substantiate or disprove.

Long Range: At the same time, while it believes that a mandatory affirmative action program must be set up to rectify the current under-representation of visible minorities in the public service as quickly as possible, the Committee also recognizes that efforts must be made to eliminate the root causes of this problem so that, in the long run, visible minorities will have equal opportunities for recruitment and advancement and the mandatory program will no longer be necessary.

Study: For both of these reasons, and given the important role which systemic discrimination in general has been shown to play in the denial of full participation to disadvantaged groups, it would appear that an overall examination of public service personnel procedures, guidelines and regulations is in order.

RECOMMENDATION:

The Canadian Human Rights Commission should conduct a study to determine the extent to which systemic discrimination exists in the Public Service, Crown corporations and those sections of the private sector which fall under federal jurisdiction.

RECOMMENDATION

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