

RECOMMENDATION 5.1

The Special Committee recommends that the federal government establish a National Employment Equity Strategy to be made public no later than 1 November 1993. All elements of this Strategy must be established by a task force that includes federal government representatives from relevant departments and agencies, employers, members of the designated groups, and employee representatives. This task force should establish sub-groups as required with additional representation from interested parties, and prepare reports that include recommendations and plans of action on:

- a. specific mechanisms for ensuring partnerships among the various parties interested in employment equity (in conjunction with community organizations and educational institutions);
- b. a co-ordinated public education and awareness initiative to begin no later than 1 January 1993 to demonstrate the benefits of employment equity to the various interested parties and the public at large;
- c. possible modifications in conjunction with representatives of provincial governments, to ensure that Canada's education systems are equipped to prepare members of the designated groups for the labour force;
- d. assistance for employers, particularly small employers, who seek to employ members of the designated groups;
- e. assistance for designated groups who seek to make contact with employers;
- f. the concerns of designated groups about barriers to their employment in the Public Service of Canada;
- g. the elimination of barriers to employment equity in federal legislation and regulations; and
- h. the elimination of the barriers to employment equity in federal-provincial programs.

RECOMMENDATION 5.2

The Special Committee recommends that the National Employment Equity Strategy be referred to a parliamentary committee for study on 1 November 1993.

3. EMPLOYMENT EQUITY AND EMPLOYMENT INITIATIVES

The Committee heard from some employers and members of designated groups that the employment programs of EIC have not fully met the requirements of either business or the designated groups. A National Employment Equity Strategy would be a greatly diminished initiative, if it did not change current EIC practices with respect to employment issues.

Employers felt that measures were needed to assist them in making contact with members of the designated groups. Many groups representing organizations linked to disabled persons commented on the inaccessibility of outreach programs that provide pre-employment job search as well as job