

deploras the fact that this makes women dependent on their marital status and on the income of their husband and have called for an equalization of all allowances, regardless of marital or family status.

(97) Two-thirds of the jobs for women under the CJS *Re-Entry* program are concentrated in areas traditionally occupied by large numbers of women, clerical, sales, and service. No training opportunities exist for women in non-traditional fields such as construction, driving heavy vehicles and the operation of machinery.

(98) Prior to the introduction of CJS, the federal government funded counselling as well as bridging programs to give women training in basic skills. The Women's Employment and Training Coalition told us that CJS has reduced the funding and, therefore, the quality and quantity of such "bridging" programs available to and suitable for women (Hearings, May 11, 1987). **However, in June, 1987, changes were made to CJS to facilitate the access of women to training.** Specifically, it is no longer necessary to be unemployed 24 of the last 30 weeks or to have been out of the labour force for three years to qualify for *Job Entry*. Adding the "severely employment disadvantaged option" to *Job Entry* (it exists for *Job Development*) means that women in designated groups (e.g. Native women, immigrant women) who have difficulty in finding employment, but who have not been unemployed for the last 6 months, can still qualify for training. Further, the *Skills Shortages* program will now offer training for women in designated non-traditional occupations. In addition, CEIC is encouraging community groups to propose collaborative bridging projects under *Innovations* to assist women in their search for new labour market activities.

(99) But following the above program changes, the CJS budget was not increased. In fact, "... in Ontario, the federal government's direct purchases of training seats in bridging programs dropped by over 40 per cent from 1985-86 to 1986-87." (Ontario Discussion Paper, p. 9).

Threatened and remote communities and the CJS

(100) The *Community Futures* stream of CJS is designed for communities with high rates of unemployment; but it does not deal with the problems of Native Canadians on and off reserves or of people in rural or poorly developed parts of the country.

(101) Only two of the 39 communities selected as participants in this program have received funding. This funding comes, in part, from other CJS programs as will future financing.

"Unfortunately, any assistance offered in a selected community under one of the other programs is only accessible under that program's own eligibility rules. For example, a *Job Development* project initiated by a *Community Futures* Committee in a selected community would only be accessible to those who have been unemployed for twenty-four of the previous thirty weeks. The imposition of these restrictive eligibility criteria under the *Community Futures* program makes it difficult for the program to facilitate a smooth, speedy transition to new employment opportunities in communities that experience severe economic downturns." (Ontario Discussion Paper, p. 12).

(102) This has serious implications for industries in those areas which need to upgrade the skills of their workers to meet the demands and challenges of international competition:

"Industries requiring assistance to upgrade the skills of their existing workforce to meet the challenges of international competition are restricted to the *Skill Investment* and *Skill Shortages* programs. Federal funding of these programs is limited: out of total CJS expenditures of \$1.7 billion in 1985-86, only \$67 million (four per cent) was spent across Canada on employer-based training. This represents a reduction of 57 per cent from the \$156 million Employment and Immigration Canada (EIC) spent on employer-based training in 1984-85...

"Restrictive eligibility criteria again compound this funding reduction. *Skill Investment* is only available to workers who are threatened by technological or market changes likely to lead to job displacement. *Skill Shortages* is restricted in application to federally-designated occupations where there is an existing or potential regional or national skill shortage, thus greatly limiting its versatility as an industrial training program. These eligibility criteria restrict the flexibility of industrial training under the CJS, at a time when rapid economic and technological changes require flexible programming." (Ontario Discussion Paper, pp. 13, 14).

Representatives from the governments of New Brunswick, Saskatchewan and the Northwest Territories (Hearings, May 11, 1987) voiced similar opinions, so did Quebec (Quebec, para 13).

(103) Further, the occupational areas designated as needing extra attention are determined federally without recognizing local needs, even though there