

distinctions of age) which give us individuality, are those rights enumerated in the international agreements and Canadian legislation reviewed above.

Canadians have also expressed in legislation the recognition that the aged and elderly, along with the young, are among those groups sufficiently vulnerable to discrimination that specific protections are required. This recognition, it will be seen, is confirmed to a disturbing degree by the evidence which has been made available to this committee. It is also confirmed by the use which Canadians make of the recourse given them by Canadian human rights legislation. At the federal level, in 1987, the Canadian Human Rights Commission accepted 469 complaints, of which 63 (or 13.4%) were complaints of age discrimination. The proportion of complaints accepted which involve age discrimination has varied between 11% and 17% in recent years. Age discrimination complaints thus constitute a significant portion of the Commission's workload.⁴

In addition to handling age discrimination complaints, the Commission has called for the amendment of the *Canadian Human Rights Act* to remove provisions restricting its effectiveness against mandatory retirement. Sections 9(2) and 14(c) permit the exclusion from membership in an employee organization and termination of employment of individuals who have reached the normal age of retirement for people in similar jobs. The Commission has called repeatedly for the removal of these provisions. The Government of Canada, we note, has already agreed in principle with this view in its response to *Equality For All*, the report of the Parliamentary Committee on Equality Rights (1985).