

REQUIRE FEDERAL CONTRACTORS AND SUB-CONTRACTORS TO IMPLEMENT AFFIRMATIVE ACTION FOR VISIBLE MINORITIES

Very Direct: The inclusion of affirmative action as a condition in federal government contracts was advocated in evidence before the Committee as a very direct and effective method of achieving equality in employment for visible minorities. This view was expressed by the Public Service Alliance of Canada, the Urban Alliance on Race Relations, the Canadian Civil Liberties Association and others.

Leverage: Contract compliance legislation would require companies doing business with the government to undertake affirmative action programs. Failure to comply with such provisions would result in cancellation of the contract and exclusion from any future negotiations. The leverage therefore exists with which to improve minority group opportunities.

\$5 Billion: In 1982-83, the federal Department of Supply and Services signed 333,928 contracts with the private sector worth a total of \$5 billion. This represents a significant sum which would have a considerable impact on improving visible minority employment opportunities.

Some Conditions: Canada does not have any contract compliance legislation at this time. Some conditions are imposed on the resource sector through the federal Canada Oil and Gas Lands Administration (COGLA) and through surface lease agreements, in particular in the province of Saskatchewan.

Special Plans: Programs such as the Industrial and Regional Development Program (IRDP) of the federal government should require that special affirmative action plans be developed, as currently required by COGLA.

50% Northerners: In 1978, the Saskatchewan government set a target for AMOK Ltd. to employ 50 percent Northerners as a condition of the surface lease permitting the company to mine at Cluff Lake. Aboriginal people account for 70 per cent of the northern residents, and so far aboriginal participation in AMOK has averaged approximately 50 per cent.

Other examples of contract compliance include the James Bay project in Quebec for the hiring and training of aboriginal persons in the skilled trades. As well, the Committee heard from the Manitoba Department of Highways and Transportation about a program it has recently implemented. Contracts carry a local preference clause and require reports on the number of aboriginal persons and other target group members who have been hired.

American Experience: In the United States, the legislation for contract compliance exists under Executive Order 11246, which requires that federal contractors and federally-assisted construction contractors implement affirmative action programs. This applies to contractors with 50 or more employees and a contract valued at \$50,000 or more. The program must set significant, measurable and attainable goals for the hiring, training and promotion of minorities and women. The numerical goals and timetables are directed towards increasing the utilization

RECOMMENDATION

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