

Brotherhood, the Native Council of Canada, Inuit Tapirisat of Canada, the Native Women's Association of Canada and the National Association of Friendship Centres.

Implications: The Special Committee understands the wording of this policy and the creation of the Joint Council to mean three things when it comes to actual implementation.

- **Significant Increase:** That there should now be evidence within the Federal public service of a significant increase during the past three years in the possibility of hiring Native persons, and that significant progress should have been made by now toward a target of 12,000 persons.
- **Significant Resources:** That the Office of Native Employment would have been given significant financial and personnel resources to carry out the mandate that is stated above.
- **Significant Consultation:** That Native representatives on the Joint Council would become integral participants in the implementation of programs which increase the employment possibilities for Native persons.

Such has not been the case.

Little Action: Regardless of what discussions may have taken place concerning these matters over the past three years, there has been very little improvement in either the quantitative or qualitative employment status of Native persons. As far as quantity goes, there has been only a net increase of 500 persons, bringing the present total to 3,000. There are approximately 300,000 public servants working for the Federal Government, and approximately 10%, or 30,000 of these leave each year as a result of retirement or

resignation. That means that of the possible 90,000 replacements over the past three years, only 500 positions have been found for Native Canadians.

Little Influence: Regarding the increased quality of employment, that is, the promotion of Native persons to management positions within the public service, the following figures speak for themselves: There are at present 5,000 public servants who are considered to be in senior executive positions. Of these, only sixteen are Native Canadians. Given the importance of managerial power and status to influence and implement policy in any area of the Government, it is small wonder that Native Canadians have such little success in determining the policies which affect them.

Shift Responsibility to Treasury Board: The Special Committee has also ascertained that the Office of Native Employment has received very little support or emphasis. During the time since the policy statement was released, the Office has had sufficient resources to call for departmental actions plans, but

has lacked the resources to pursue the overall employment policy aggressively. It is difficult for the Members to see how such an organization could possibly facilitate the significant actions which were called for in the policy statement. To this date, the action plans have resulted in several voluminous reports about good intentions, but not action. The Special Committee feels that of the sixty organizations which directly deal with the Native population, only three have shown exemplary activity in providing greater employment opportunities for Native persons. They are the National Archives, the Royal Canadian Mounted Police, and the Department of Public Works. The Committee Members also perceive that Treasury Board has not been as influential as its mandate allows in this whole initiative. The Members recommend, therefore, that the Treasury Board take over the analysis of departmental action plans. This will do two things: One, it will ensure a more effective use of Federal funds in the whole effort to increase the hiring of Native persons, and two, it will free the office of Native Employment to pursue

