

community-based employment services receive financial assistance. We have been told, however, that financial difficulties are prevalent among these services, and that only \$568,655 (or less than 2.5% of total project funding) was devoted to the eight projects targeted to older workers in 1987-1988. **The Committee therefore recommends that Employment and Immigration Canada actively encourage the development of community based employment services targeted to the needs of unemployed older workers, with a view to increasing the share of project funding received by such groups to at least 10% of total project funding by fiscal year 1990-1991 (Recommendation 8).**

The Committee shares concerns expressed by Mr. John Harker, of the International Labour Organization, that early retirement programs may be storing up trouble in the long term in order to achieve short-term improvements in unemployment statistics. Citing an ILO study entitled *Employment Promotion and Social Security* (1987), Mr. Harker argued that early retirement programs involve a loss of productive potential and waste of experience, place early retirees in a social limbo which may foster premature aging, and will involve significant long-term public expenditures. While the Committee supports the provision of options, including that of early retirement, to older workers, it wishes to stress that the option of returning to employment must accompany the option of early retirement. **We therefore recommend that, before 30 March 1989, Employment and Immigration Canada assess the employment needs of retirees, review the adequacy of workforce re-entry programs such as the Job Entry component of the Jobs Strategy, and develop measures as necessary to ensure that the option of a return to work accompanies the option of early retirement (Recommendation 9).**

A number of witnesses supported the views of representatives of the Legal Education and Action Fund, who spoke to the Committee of the "double-barrelled assault on (older) womens' dignity" created by the combined effect of sex discrimination and age discrimination (12:30). This problem, as witnesses pointed out, is widely reflected in the circumstances of older women; in, for example, the disproportionate poverty of retired women as well as in the ghettoization of women (older and otherwise) in low-income occupations. The Committee is optimistic that current initiatives of the Canadian Human Rights Commission in implementing federal employment equity legislation will bring positive results in the area of occupational representation within the federal jurisdiction. The Committee would suggest, however, that employment equity legislation should also be directed against the age discrimination from which older women (along with older members of other designated groups) may suffer. While we express